



STIC Search Report

EIC 3600

STIC Database Tracking Number: 129801

TO: Dick Fults
Location: PK5 7C20
Art Unit : 3628
Monday, August 16, 2004

Case Serial Number: 09/754929

From: Ginger Roberts DeMille
Location: EIC 3600
PK5-Suite 804
Phone: 305-5774

Ginger.roberts@uspto.gov

Search Notes

Dear Examiner Fults:

Please find attached the results of your search for 09/754929.

The search was conducted using the mandatory database lists for Business Methods.

These other sources were also used: Internet, STN

If you have any questions, please do not hesitate to contact me.

Thanks for using EIC3600!

Ginger



- Drafts
- Pending
- Active
- Failed
- Saved
- (397) database and employer and employee and data and presentation and services
- (186) database and employer and employee and data and presentation and services and account and...
- (889) 705/44
- (211) (database and employer and employee and data and presentation and services) not (database...
- Favorites
- Tagged (0)
- UDC
- Queue
- Trash

Print | Add | Edit | Delete | Queue
 DBs | US | Search
 Default operator: Highlight terms in text

(database and employer and employee and data and presentation and services) not (database and employer and employee and data and presentation and services and account and logic)

U	I	Document ID	Issue Date	Pages	Title	Current OR	Current XR	Retrieval	Inventor	S	C	P	3	4
169	<input checked="" type="checkbox"/>	US 6449660	20020910		Object-oriented I/O device_interface_framework	710/1	717/100; 719/321		Berg, William Frederick et.al.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
170	<input checked="" type="checkbox"/>	US 6421675	20020716		Search engine	707/100	707/3; 715/501.1		Ryan, Grant James et.al.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
171	<input checked="" type="checkbox"/>	US 6359892	20020319		Remote access, emulation...and control	370/401	370/465; 709/217		Szlam, Aleksander	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
172	<input checked="" type="checkbox"/>	US 6354490	20020312		Integrated full service consumer banking system	235/379	235/380; 705/251		Weiss, Lawrence et.al.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
173	<input checked="" type="checkbox"/>	US 6341287	20020122		Integrated change management unit	707/102	705/8		Sziklai, Anthony T. et.al.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
174	<input checked="" type="checkbox"/>	US 6332125	20011218	37	Providing termination benefits for employees	705/4	705/400		Callen, Brock W. et.al.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
175	<input checked="" type="checkbox"/>	US 6327348	20011204		Method and system for controlling authorization	379/91.01	235/380; 379/93.12		Walker, Jay S. et.al.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
176	<input checked="" type="checkbox"/>	US 6311214	20011030		Linking of computers based on optical sensing	709/217	380/255; 719/313		Rhoads, Geoffrey B.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
177	<input checked="" type="checkbox"/>	US 6298327	20011002		Expert support system for authoring invention	705/1	345/781		Hunter, Robert M. et.al.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
178	<input checked="" type="checkbox"/>	US 6288753	20010911		System and method for live interactive distance	348/586	348/14.01; 348/14.04		DeNicola, Cosmo T. et.al.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
179	<input checked="" type="checkbox"/>	US 6282552	20010828		Customizable electronic	715/505	705/34; 715/505		Thompson, Carl et.al.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Ready

NUM



STIC Search Results Feedback Form

EIC 3600

Questions about the scope or the results of the search? Contact *the EIC searcher or contact:*

Karen Lehman, EIC 3600 Team Leader
306-5783, PK5- Suite 804

Voluntary Results Feedback Form

➤ *I am an examiner in Workgroup:* *Example: 3620 (optional)*

➤ *Relevant prior art found, search results used as follows:*

- 102 rejection
- 103 rejection
- Cited as being of interest.
- Helped examiner better understand the invention.
- Helped examiner better understand the state of the art in their technology.

Types of relevant prior art found:

- Foreign Patent(s)
- Non-Patent Literature
(journal articles, conference proceedings, new product announcements etc.)

➤ *Relevant prior art not found:*

- Results verified the lack of relevant prior art (helped determine patentability).
- Results were not useful in determining patentability or understanding the invention.

Comments:

Drop off or send completed forms to EIC3600 PK5 Suite 804



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managed care network information(*), savings plan investment transfer(*), medical savings account information, retirement savings modeling(*), flexible benefit plan selection.
Generates reports via printer, e-mail, Internet...

10/3, K/11 (Item 1 from file: 13)

DIALOG(R) File 13:BAMP

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1023507 Supplier Number: 00777115 (USE FORMAT 7 OR 9 FOR FULLTEXT)

System Manages Benefits Via The Net

(Employeease is using the Internet to tie **employers** to a benefits administration **system**, with 12 companies testing the system)

Article Author(s): Bell, Allison

National Underwriter Life & Health, v 43, n 100, p 38

October 21, 1996

DOCUMENT TYPE: Journal ISSN: 0028-033X (United States)

LANGUAGE: English RECORD TYPE: Fulltext; Abstract

WORD COUNT: 620

(Employeease is using the Internet to tie **employers** to a benefits administration **system**, with 12 companies testing the system)

ABSTRACT:

...link employers to a benefits administration system. The software is capable of producing bills, personalized **account** summaries, and custom-designed census reports. The system is intended to obtain information regarding all jobs from a single **database** that can be updated through a connection either to the Internet or a standard telephone line. A combination of **encryption** and **passwords** allows customers to control access to information and automate employee communications. Companies can use this...

...12 employers and is projected to eventually cater to firms of all sizes. Although some **employers** may hesitate to place confidential **data** on the Internet, it is also considered a cost-effective and readily accessible option for...
?

023507 Supplier Number: 00777115 (THIS IS THE FULLTEXT)

System Manages Benefits Via The Net

(Employease is using the Internet to tie employers to a benefits administration system, with 12 companies testing the system)

Article Author(s): Bell, Allison

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DOCUMENT TYPE: Journal ISSN: 0028-033X (United States)

LANGUAGE: English RECORD TYPE: Fulltext; Abstract

WORD COUNT: 620

ABSTRACT:

Employease Inc. founded by John Nail, formerly of UNUM Life of America, has launched a program which utilizes the Internet to link employers to a benefits administration system. The software is capable of producing bills, personalized account summaries, and custom-designed census reports. The system is intended to obtain information regarding all jobs from a single database that can be updated through a connection either to the Internet or a standard telephone line. A combination of encryption and passwords allows customers to control access to information and automate employee communications. Companies can use this service at a moderate startup fee plus monthly charges of \$3 for every employee. Information concerning benefits can also be disseminated to employees via the World Wide Web. The system is currently undergoing testing by 12 employers and is projected to eventually cater to firms of all sizes. Although some employers may hesitate to place confidential data on the Internet, it is also considered a cost-effective and readily accessible option for companies.

TEXT:

BY ALLISON BELL

Former UNUM Life of America marketing executive John Nail wants to help employers manage benefits programs through the Internet.

Mr. Nail's startup, Employease Inc., Bluffton, S.C., is using the Internet to tie employers to a benefits administration system.

A dozen companies are testing the service and if all goes well, Employease could begin selling a commercial version sometime this fall, Mr. Nail said.

Employease representatives have hit the road to introduce their service to insurance brokers and consultants. "There is absolutely no difficulty getting people's attention," Mr. Nail said.

When Employease surveyed 292 companies with 25 to 2,500 workers, it found the companies offered an average of eight different benefits plans from four different providers. Employers are looking for ways to make plan administration more efficient, Mr. Nail said.

With Employease, employers can buy computer services from an outside vendor but retain control over their records, Mr. Nail said.

Once customers store their records on Employease computers, they can use Employease software to generate bills and personalized account summaries. The software also can count the number of employees receiving certain benefits and produce other custom census reports, Mr. Nail said.

Employease designed its system to get information for all jobs from one central database.

When customers update records, they can choose between connecting through a regular telephone line or linking to the service through the Internet.

Customers also can use the Internet to automate employee communications. By filling out a simple online form, employers can make some or all of their benefits information available to workers through the World Wide Web, Mr. Nail said.

Customers can use a combination or encryption and passwords to control access to information, according to Mr. Nail.

Costs include a modest setup fee and monthly charges of about \$3 per employee. Employease expects to offer the service to companies of all sizes. The smallest of the 12 employers now testing the system has only eight workers, Mr. Nail said.

Resource Financial Group Inc., an Austin, Texas, insurance brokerage and consulting firm, is using the Employease service for its own 12-member staff, and it is encouraging customers to try the service.

"It's going to be extremely cost-effective for a lot of high-tech startup companies," said Chris John, Resource president.

Resource already helps its customers by equipping them with benefits Web sites. The Web sites offer frequently updated benefits manuals and other benefits information. Adding the Employease service will give Resource a tool for automating administration as well as communications, Mr. John said.

Mitch Hansen, vice president of marketing at Union Central Life Ins. Co., Cincinnati, said the link to the Internet might scare off some prospects. "John is clearly out on the cutting edge," Mr. Hansen said. "The question is, is there a market for this?"

Employers could balk at the idea of putting confidential information on the Internet, Mr. Hansen said.

But Mr. Nail said prospective customers are more interested in reaching the system through the Internet than through the dial in lines. "The Internet makes sense just because of the easy availability," Mr. Nail said.

Mr. Nail spent 17 years in sales and marketing jobs at UNUM. He was manager of the New York office and Northeastern region marketing vice president when he left in 1992 to start Links Marketing, a golf marketing company, in Melbourne, Fla. He began looking for a way to combine the Internet and the insurance business a year ago, and his development team began designing the Employease system in March.

Although Mr. Nail lives in Bluffton, the other 12 employees work at locations up and down the East Coast. The staff stays in touch through electronic mail, telephone calls and occasional face-to-face meetings, Mr. Nail said.

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COMPANY NAMES: EMPLOYEASE INC

COMPANY DEPARTMENT NAME: Human Resources; Information Technology

CONCEPT TERMS: Human Resources; Information Technology; Health care
benefits; Internet; Product introductions

GEOGRAPHIC NAMES: North America (NOAX); United States (USA)
?

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? show files;ds
File 15:ABI/Inform(R) 1971-2004/Aug 16
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File 148:Gale Group Trade & Industry DB 1976-2004/Aug 16
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File 160:Gale Group PROMT(R) 1972-1989
 (c) 1999 The Gale Group
File 275:Gale Group Computer DB(TM) 1983-2004/Aug 16
 (c) 2004 The Gale Group
File 621:Gale Group New Prod.Annou.(R) 1985-2004/Aug 16
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File 9:Business & Industry(R) Jul/1994-2004/Aug 13
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File 636:Gale Group Newsletter DB(TM) 1987-2004/Aug 16
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 (c) 1999 Business Wire
File 813:PR Newswire 1987-1999/Apr 30
 (c) 1999 PR Newswire Association Inc
File 13:BAMP 2004/Aug W2
 (c) 2004 The Gale Group
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 (c) 2004 The New York Times
File 475:Wall Street Journal Abs 1973-2004/Aug 13
 (c) 2004 The New York Times
File 583:Gale Group Globalbase(TM) 1986-2002/Dec 13
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File 350:Derwent WPIX 1963-2004/UD,UM &UP=200452
 (c) 2004 Thomson Derwent
File 344:Chinese Patents Abs Aug 1985-2004/May

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(c) 2004 European Patent Office
File 347:JAPIO Nov 1976-2004/Apr(Updated 040802)
(c) 2004 JPO & JAPIO
File 348:EUROPEAN PATENTS 1978-2004/Aug W02
(c) 2004 European Patent Office
File 349:PCT FULLTEXT 1979-2002/UB=20040812,UT=20040805
(c) 2004 WIPO/Univentio

Set	Items	Description
S1	7673	ACCESS?(5N) (EMPLOYEE?? OR EMPLOYER?) (10N) (RECORD? ? OR DATA OR INFORMATION OR FILES OR ACCOUNT? ?) (20N) (PASSWORD? ? OR P- IN OR PINS OR PASS()WORD? ? OR CODE? ?)
S2	352	S1(15N) (HUMAN()RESOURCES OR HR OR HRIS OR HRMS OR HRSM)
S3	240	S2 NOT PY>2001
S4	131	RD (unique items)
S5	3	S4(10N) INTEGRAT?

? t4/3,k/all

4/3,K/1 (Item 1 from file: 15)
DIALOG(R) File 15:ABI/Inform(R)
(c) 2004 ProQuest Info&Learning. All rts. reserv.

02283346 90046917
Save money: Manage health benefits online
Gale, Sarah Fister
Workforce v80n11 PP: 64-68 Nov 2001
ISSN: 1092-8332 JRNL CODE: PEJ
WORD COUNT: 2527

...TEXT: had to be an easier way," she says.

She convinced the college to move the data to the Web through an electronic human resources service. The hosted application gathered Cabrini employee information in a centralized database, which it manages from its Web site. Fosko and employees access the information via a browser and pass code .

Fosko began the transition by moving parts of the enrollment process to the Web. With the old system, employees came to her office to go through the benefits books, then she helped them fill...

4/3,K/2 (Item 2 from file: 15)
DIALOG(R) File 15:ABI/Inform(R)
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02233428 82812314
Scaling the levels of relocation technology
Patitucci, Frank
Canadian HR Reporter v14n16 PP: 7, 10 Sep 24, 2001
ISSN: 0838-228X JRNL CODE: CHRR
WORD COUNT: 1383

...TEXT: providers. Participants each maintain their own sites. The relocation management company or the in-house HR staff co-ordinates the various participants. Sites can be tailored for use by the transferring employee and may require a password for access .

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For example, a household goods company could prepare a site for a particular client that allows the transferring **employee** to submit **information** so that the van line can make a cost estimate and schedule service.

The major...

4/3,K/3 (Item 3 from file: 15)
DIALOG(R) File 15:ABI/Inform(R)
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02159051 72508810
Employers increasingly use "self-service" solutions for plan administration
Anonymous
Employee Benefit Plan Review v55n10 PP: 25 Apr 2001
ISSN: 0013-6808 JRNL CODE: EBP
WORD COUNT: 397

...TEXT: compared with 50% the preceding year.

According to the survey, the most common approach to **data** security (used by 35% of the respondents) is a "single sign-on," which allows **employees** to enter a **password** once and gain **access** to several connected applications.

For further **information** about the survey, The Hunter Group 2000 **Human Resources** SelfService Survey, contact Maureen O'Brien, director of marketing for the Hunter Group, (410) 576...

4/3,K/4 (Item 4 from file: 15)
DIALOG(R) File 15:ABI/Inform(R)
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02142591 70103498
Sense and sensibility: Jerry Griffin
Schwartz, Mathew
Computerworld v35n13 PP: P22 Mar 26, 2001
ISSN: 0010-4841 JRNL CODE: COW
WORD COUNT: 387

...TEXT: it easier for hospital systems such as lab, X-ray and patient admissions to share **data** , which in turn speeds clinical care and reduces errors.

An evolutionary approach itself begets innovations...

... the IT department wrote a small Web-based application last year that lets managers set **employee** **access** to systems. After IT created a database to **record** **access** levels, it created organizational tables for **human resources** and used the database to store encrypted **passwords** and create a centralized **access** system. Now, users can **access** the system with just one **password** .

To build team consensus, Griffin holds weekly meetings with directors, IT staff and the clinically oriented group and makes sure the groups share **information** about upcoming projects.

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But successes aside, when an off-the-shelf product betters a homegrown...

4/3,K/5 (Item 5 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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02095151 64724509
ABN AMRO profiting from self-servicing HR system
Ammenheuser, Maura
Bank Systems & Technology v37n12 PP: 31 Dec 2000
ISSN: 1045-9472. JRNL CODE: BSE
WORD COUNT: 269

...TEXT: has made it easier for employees to perform such tasks on their own, thanks to **HR Employee Self-Service**, a Web-based application developed by Atlanta-- based Geac Enterprise Solutions.

The application, which Netherlands-based ABN AMRO began using this spring, allows **employees** to log onto the bank's intranet and enter a **password** to look up **HR information** and perform functions like making changes to a retirement or health insurance plan. The software includes encryption to prevent unauthorized access to confidential **information**.

Developed using Geac's Active Architecture, **HR Employee Self Service** ensures that employee **information** is updated in real-time.

By relieving **HR** personnel of day-- to-day clerical tasks, the application frees them to focus on more...

4/3,K/6 (Item 6 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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02093099 64794383
Defending the security of the accounting system
Luehlfing, Michael S; M, Cynthia; Phillips, Thomas J Jr; Smith, L Murphy
CPA Journal v70n10 PP: 62-65 Oct 2000
ISSN: 0732-8435 JRNL CODE: CPA
WORD COUNT: 2155

...TEXT: spouse, child, or home address. Furthermore, simple things like randomly putting a number within a **password** will enhance security.

With respect to the overall organization, **access** to **passwords** should be strictly controlled. While organizations typically allow their **information technology** (IT) personnel **access** to all **employee passwords**, this creates an unnecessary opportunity for unauthorized **access** using another person's name. Similarly, **employees** should only have **access** to areas that are essential to their particular functions. For example, staff accountants do not need **access** to high-- level administrative **files**. Accordingly, security levels must be articulated for each user or group of users.

Password maintenance requires constant diligence on the part of both the IT and **human resources** departments. For example, the **passwords** of

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employees leaving the organization should be immediately canceled upon notice or before termination, as applicable. Given...

4/3,K/7 (Item 7 from file: 15)
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02087654 63727170
Building a better directory
Roberts, Bill
HRMagazine v45n11 PP: 131-138 Nov 2000
ISSN: 1047-3149 JRNL CODE: PAD
WORD COUNT: 1803

...TEXT: service applications and beef up systems security.

The acronym LDAP may be alien to many **HR** professionals now, but it won't be for long. Some large **employers** with serious **HR** systems needs are giving a workout to Lightweight Directory Access Protocol. Check out these recent developments:

When **HR** systems professionals for the state of Texas needed to govern how 300,000 retirees **accessed** benefits **information** on the web and by phone, they chose an LDAP directory.

When **information technology** (IT) staff at Minneapolis-based Target Corp. found that Windows NT couldn't handle the names, **employee** IDs and **passwords** for 300,000 workers, the staff turned to an LDAP directory. And when Federal Express Co. in Memphis sought a way to control **access** to the company intranet and to link to web-based **employee** and manager self-service applications, IT and **HR** teamed up to build an LDAP directory.

LDAP provides a single, central repository of basic people **information** -name, phone number, e-mail address, network password, role, etc. Like the white pages of...

4/3,K/8 (Item 8 from file: 15)
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02065632 59724489
Reaching PC-free employees
Guy, Sandra
HRMagazine v45n9 PP: 141-150 Sep 2000
ISSN: 1047-3149 JRNL CODE: PAD
WORD COUNT: 1865

...TEXT: employee using the terminal. With kiosks sitting in cafeterias or on factory floors, can other **employees** glance over the user's shoulder and see her pay **data** or benefits profile?

Privacy shouldn't worry **employees** or **HR**, says 3Com's Taylor; 3Com requires **employees** to use a **password** to **access** their personal **data**. Many kiosks are designed so that the terminal's case physically shields the screen on...

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4/3,K/9 (Item 9 from file: 15)
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02065627 59724479
Put your John Hancock here
Roberts, Bill
HRMagazine v45n9 PP: 96-102 Sep 2000
ISSN: 1047-3149 JRNL CODE: PAD
WORD COUNT: 2233

...TEXT: company. Agilent has issued digital certificates from VeriSign to 15,000 of its 40,000 **employees**. These **employees** use digital signatures in place of **passwords** to access the corporate intranet, including the **HR** web site and the private personnel **data** available there. Currently, the company does not use digital signatures for approving transactions.

"The majority...

4/3,K/10 (Item 10 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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01992533 50586497
Web revolutionizing benefits communication
Cohen, Alan N
Business Insurance v34n9 PP: 12-13 Feb 28, 2000
ISSN: 0007-6864 JRNL CODE: BIN

...ABSTRACT: online technology is rapidly becoming the accepted standard in the delivery of employee benefit plan **information**. Communication and administration based on the World Wide Web materially enhance the process of informing **employees** about their benefits. In fact, at this year's open enrollment period, the savvy **employer** will simply provide to each **employee** the address for its private benefits Web site, rather than distributing insurance brochures and lengthy forms. **Employees** can then access the Web site, enter a **password**, and explore, search and print **information** about any of their company benefit plans. Electronic media has come to the forefront of **human resources** to solve critical challenges in **employee** communication. **HR** Web sites are quickly becoming a favorite resource for employees and managers. Through their use...

4/3,K/11 (Item 11 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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01958601 46596772
Cyberventing
Leonard, Bill
HRMagazine v44n12 PP: 34-39 Nov 1999
ISSN: 1047-3149 JRNL CODE: PAD
WORD COUNT: 2708

...TEXT: be seeing more of these types of cases in the near future."

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Jacobs recommends that **employers** develop a policy to define and limit Internet usage by **employees**. (Society for Human Resource Management members may **access** a model Internet Code of Conduct online at www.shrm.org/whitepapers/. Also see "Filtering Software Blocks **Employees**' Web Abuses" in the September HR Magazine.)

Proper Internet Etiquette

While Internet **access** has become an essential part of many professionals' jobs, the vast amount of **information** available on the World Wide Web can make it a major distraction at work. More and more **employers** are mulling over their options and examining ways to protect themselves from employees who take unnecessary joy rides on the **information** superhighway.

"My stepsister works for a company where an employee was accessing pornographic web sites..."

4/3,K/12 (Item 12 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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01954869 46377509
Funds control tracks spending
Sinclair, John
American City & County v114n13 PP: 10 Nov 1999
ISSN: 0149-337X JRNL CODE: AMC
WORD COUNT: 528

...TEXT: includes security measures. The county customized its security system to create security groups with limited **access** for **employees** based on their duties and positions. Each **employee** has a log-in **code** and **password**. "[The setup] prevents someone in one school from seeing **information** from other schools," Lebo says.

The district made additional customizations on budget amendment processes, **accounts receivable**, payroll and even made tie-ins with **human resources** functions. The customization and implementation process required about three months of work. Employees received about...

4/3,K/13 (Item 13 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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01912935 05-63927
Net gain
Cartwright, Linda
Occupational Health & Safety v68n10 PP: 78-81 Oct 1999
ISSN: 0362-4064 JRNL CODE: OHS
WORD COUNT: 1724

...TEXT: physician at a clinic. The one skepticism the physicians had, however, was transmitting confidential medical **data** over the Internet. OccuLink has installed the highest security standards and has gone well beyond all of the proposed consensus digital medical **record** security standards.

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How It Works

The OccuLink system allows **access** only to **data** you are entitled to see. Each user has a unique identification and **password**. After the log-in, each facility user is able to view only the **employees** for which it is responsible.

One of Fleming's facility personnel, usually **human resources**, can log in and view all of the current applicants and identify where they are...

4/3,K/14 (Item 14 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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01863691 05-14683
Total compensation statements go online--Taking a traditional print communication to the Web
Costello, Robin.
Benefits Quarterly v15n3 PP: 12-17 Third Quarter 1999
ISSN: 8756-1263 JRNL CODE: BFQ
WORD COUNT: 2627

...TEXT: 7,1998.

2. The September 1998 issue of Workforce listed ten security tools for protecting **data** : (1) a **PIN** or **password** to prevent unauthorized **access** ; (2) digital signatures to authenticate identity; (3) confirm transactions to ensure validity; (4) know what **data** reside on your intranet; (5) establish monitor controls; (6) establish **access** controls and other physical controls; (7) use **HRMS** security controls and firewalls; (8) encrypt sensitive Web pages; (9) Develop and coordinate policies with IT; (10) educate **employees** how to use the system correctly.

Footnote:

3. Communicating Employee Benefits Via the Web, survey...

4/3,K/15 (Item 15 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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01846027 04-97018
One-stop researcher
Stein, Tom
Informationweek n739 PP: 97 Jun 21, 1999
ISSN: 8750-6874 JRNL CODE: IWK
WORD COUNT: 287

...TEXT: Inc. last week unveiled US Company Browser, a service that delivers news, profiles, and financial **information** on more than 250,000 public and private companies. The product aggregates **data** from more than a dozen independent sources to give **employees** easy **access** to pertinent **information**.

US Company Browser can sit directly on a company's intranet or can be accessed by going directly to OneSource's Web site and entering a

Search Report from Ginger R. DeMille

password . Users type in the name of the company or topic that they're researching and the system delivers **information** , including recent news articles and financial statements.

"If I'm a **human - resources** person trying to recruit new people, I can hop on US Company Browser and see..."

4/3,K/16 (Item 16 from file: 15)

DIALOG(R) File 15:ABI/Inform(R)

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01801137 04-52128

Safe and sound?

Jooss, Ron

Credit Union Management v22n4 PP: 32-34 Apr 1999

ISSN: 0273-9267 JRNL CODE: CUM

WORD COUNT: 1655

...TEXT: immediately, for any password changes. "Password maintenance requires a lot of coordination between IT and **HR** , " Lipton says.

IT DANGER

It is often assumed that IT must have knowledge of **employee** passwords. This isn't necessarily true. "If IT knows every password it creates an opportunity..."

... another user's name," Lipton notes. He recommends that IT provide an initial, mutually known **password** , and a prompt requiring a user to set a new **password** .

Similarly, **employees** should only have **access** to areas within the network that are essential to their job functions. A lending **employee** usually doesn't need marketing file **access** , and vice versa. **HR** files are especially important to protect.

While the Internet has enabled organizations to touch parts of...

4/3,K/17 (Item 17 from file: 15)

DIALOG(R) File 15:ABI/Inform(R)

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01762496 04-13487

Unbuttoning white-collar crime

Riddle, Kelly E

Security Management v43n1 PP: 57-63 Jan 1999

ISSN: 0145-9406 JRNL CODE: SEM

WORD COUNT: 3564

...TEXT: to somehow blame the company for the situation. We interviewed the new suspect with the **information** , and he subsequently confessed. As it turned out, the **contract** security officer for the building...

... company was located knew the man and would routinely let him in without question. The **employee** would tell the officer he had left his **access** card (so there'd be no **record** of his after-hours entry). He would then

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use the other **employee** 's **password** to access various confidential files on the company, its **employees**, and clients. The files contained **human resources**, financial, and product development information.

The company has since enhanced its computer security and held awareness training sessions to remind **employees** of the importance of keeping **passwords** confidential. In addition, all computers are turned off at night, including the mainframe, which precludes any afterhours remote **access**. The computer lines are forwarded to an answering service each night. Further, an **employee** satisfaction questionnaire was developed in an attempt to keep abreast of employee attitude changes, and...

4/3,K/18 (Item 18 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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01697269 03-48259
MCI's intranet security system uses PINs
Greengard, Samuel
Workforce v77n9 PP: 81 Sep 1998
ISSN: 1092-8332 JRNL CODE: PEJ
WORD COUNT: 362

...TEXT: belief that their transactions are secure. MCI offers more than 1,400 pages of interactive **HR** content, including the ability to exercise stock options, manage a 401(k) **account**, fill out an electronic W-4 form, and view an electronic pay stub up to seven days before payday. **Employees** can also update their own **records** and enroll in direct deposit electronically.

All of this is possible using a personal identification number (**PIN**)-the same one **employees** have relied on for years to **access** an interactive voice-response (**IVR**) system-that provides the appropriate level of **access** to **data**. "A **single** user sign-on that works across multiple platforms provides the power, flexibility and..."

...an effective, secure system," says Cimmino. Functioning across differing operating systems and Web browsers, the **PIN**-based system also lets MCI add digital certificates and more advanced features as they are...

4/3,K/19 (Item 19 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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01697267 03-48257
10 ways to protect intranet data
Greengard, Samuel
Workforce v77n9 PP: 78-81 Sep 1998
ISSN: 1092-8332 JRNL CODE: PEJ
WORD COUNT: 1671

...TEXT: s a huge mistake. The economic and legal risk is enormous-particularly if medical claim **records** or dependent **information** is revealed."

Here are 10 ways **HR** can play its part in protecting **data** that is

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available through an intranet:

Consider using a **PIN** or **password** -based system to prevent unauthorized **access** to **files** . Although the use of an **employee** ID and **password** isn't the most secure method for authenticating a user (see "Getting to Greater Intranet...

...good balance of convenience and security. A single log-on procedure with appropriate restrictions on **access** can simplify processes and eliminate the need for **employees** to maintain multiple **passwords** , says Giuseppe Cimmino, manager of The Source Online, MCI Corp.'s HR intranet site.

At Washington, D.C.-based MCI, more than 30,000 **employees** company-wide **access** the intranet every month. They're able to exercise stock options, view electronic pay stubs, update W4s and engage in distance learning. MCI also puts **employees** ' names on the Web pages so employees know they're viewing confidential **information** .

Plus, there's a log-off button to ensure that **data** is no longer available once an employee has completed an online task. "Although the system...

4/3,K/20 (Item 20 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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01689334 03-40324
It's serve yourself at Kraft's Intranet Cafe
Alexander, Steve
Computerworld v32n34 PP: I7 Aug 24, 1998
ISSN: 0010-4841 JRNL CODE: COW
WORD COUNT: 540

...TEXT: per month on our Intranet Cafe home page.

HOW THEY'RE DOING IT

Helmerci: General **information** about Kraft sales, finance and operations is **accessible** by all salaried **employees** with their logon ID and **password** . For more secure or confidential **information** , a second level of **access** is required. For example, if you want to go to **HR** pages, you need your social security number to get in plus a **PIN** to get personal **information** .

TECHNICAL CHALLENGES

Finnerty You have to ask yourself, "Do I have the capacity to scale this to 40,000 **employees** , or even go beyond the walls of Kraft to our customers and suppliers and do...

4/3,K/21 (Item 21 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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01682176 03-33166
Tackling crime at its roots
Mittelstadt, Charles D

Search Report from Ginger R. DeMille

Security Management v42n8 PP: 24-26 Aug 1998
ISSN: 0145-9406 JRNL CODE: SEM
WORD COUNT: 1146

...TEXT: permissible) criteria for employment and identifying crucial "red flags" in an effort to keep undesirable **employees** out of the organization. When **employee** turnover occurs, security and **HR** should coordinate the termination to ensure the timely return of company identification, proprietary **information**, and keys, including the deletion of **passwords** or card **access** privileges.

HR must also keep security informed of **employee** incidents or situations that might lead to workplace violence. All too often, incidents of workplace...

4/3,K/22 (Item 22 from file: 15)
DIALOG(R) File 15:ABI/Inform(R)
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01663330 03-14320
Digital imaging improves teams' image
Burnell, John
Automatic I.D. News v14n8 PP: 20, 23 Jul 1998
ISSN: 0890-9768 JRNL CODE: AIN
WORD COUNT: 953

...TEXT: used to create reports and tools to improve facility operations. Security personnel can review photo **records** of expected visitors and VIPs to avoid embarrassing identification checks. Ushers, called Guest Service Representatives, are shown photos so they can greet VIPs by name. If an **employee** forgets his or her ID badge, security personnel can use the browser to view the stored image to see if the **employee** has **access** to a specified area.

Improved convenience, security

In addition to the **employee** photograph, each ID badge is color **coded** and contains **information** in text and **bar code**. Color coding lets security personnel and ushers easily and unobtrusively determine if bearers have **access** to the area. **Employees** use the **bar codes** to sign in on automated time-and-attendance terminals from Kronos, and to receive discounts at...

...team shops.

Radio frequency identification (RF/ID) technology is used in some badges to control **access** to certain areas. To protect security, America West releases few details about the RF/ID system.

Badges are created in the **human resources** department while **HR** personnel are gathering **information** for database **records**. Employees look into a video camera and can see themselves on a screen.

They are...

4/3,K/23 (Item 23 from file: 15)

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DIALOG(R) File 15:ABI/Inform(R)
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01634182 02-85171

How Secure Is Your Data?

Greengard, Samuel

Workforce v77n5 PP: 52-60 May 1998

ISSN: 1092-8332 JRNL CODE: PEJ

WORD COUNT: 3520

...TEXT: outside consultant usually uses a computer to check e-mail. Instead, she uses a stolen **password** to log onto the system and **access** key **files**. Requiring a change of **password** every 30 days could've prevented the situation.

An **information technology** (IT) manager peruses through private **employee records** and other confidential **data** simply because he has **access** to the system. The breach could likely have been prevented by using encryption and ensuring...

... digital key (which they have to request on a one-time basis) to open certain **files**.

An **HR** manager deletes a group of sensitive files, but they somehow turn up in the hands...

...PC wasn't allowed.

Sidebar:

Play It Safe

Sidebar:

Here's a checklist of things **HR** can do to better secure your organization's **data**.

Take the time to educate yourself. The technology might seem intimidating, but there's no...

...failing to keep up with today's security requirements.

Conduct background checks on all new **employees** -even those who don't use computers.

Provide a security workshop as part of new- **employee** orientation. Emphasize ongoing education through annual workshops, newsletters, e-mail and ongoing intranet postings.

Develop a **code** of conduct and require **employees** to acknowledge that they understand it and will abide by it.

Mandate nondisclosure agreements for all **employees** handling sensitive **data**.

Sidebar:

Encrypt all confidential **human resources** **files** and limit **access**

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only to employees who require the data. Don't send any private or confidential information through e-mail unless it's encrypted. Instead, rely on conventional mail or sealed envelopes...

4/3,K/24 (Item 24 from file: 15)

DIALOG(R) File 15:ABI/Inform(R)
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01592462 02-43451

Intranet links

Bankston, Karen

Credit Union Management v21n3 PP: 30-33 Mar 1998

ISSN: 0273-9267 JRNL CODE: CUM

WORD COUNT: 1892

...TEXT: it had the expertise to get the system running. The PNFCU intranet combines customer service information on interest rates, fee schedules and special promotions with HR data, such as the new dress code, policy manual and staff newsletter. Employees also can access their credit union accounts via an on-line banking link.

"Sometimes people think of an intranet as a huge...

4/3,K/25 (Item 25 from file: 15)

DIALOG(R) File 15:ABI/Inform(R)
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01591187 02-42176

Software sampler: Time and attendance

Anonymous

Automatic I.D. News v14n3 PP: 54-55 Mar 1998

ISSN: 0890-9768 JRNL CODE: AIN

WORD COUNT: 1023

...TEXT: and benefits data. It can be used alone or in conjunction with the company's data collection devices. CIRCLE 358 SI TimePunch 1.0 touchscreen and biometric time and attendance system from Lexington Technology helps speed timeclock operation. It links information gathered as employees punch in and out with existing data in a company's human resources system.

Employees access the system by swiping an II) card through a reader to clock in or clock out. The system verifies the user's picture and password before recording the time of entry. Add fingerprint verification for added security. CIRCLE 359

Einstime from The Logical Choice combines data collection, rules enforcement, scheduling and communication in one package. Employees enter data using optional touchpads or touchscreens. Voice, fingerprint, signature or handprint information can be added for...

4/3,K/26 (Item 26 from file: 15)

DIALOG(R) File 15:ABI/Inform(R)
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Search Report from Ginger R. DeMille

01542965 01-93953

Electric company discovers power of document management
Stone, Laura
Inform v11n10 PP: 22-25 Nov 1997
ISSN: 0892-3876 JRNL CODE: IFN
WORD COUNT: 1071

...TEXT: conversion fee was reasonable, and you see the increase in productivity right from the start."

Human Resources

All Human Resources information, including applications, resumes, benefits plans, payroll records, training history and retirement files, are scanned into the system and indexed by employee name, social security number and employee number, creating an umbrella file for each employee that can be accessed by authorized personnel using File Magic's built-in password security features.

Now, records that used to take hours to find are available at a keystroke, and can be...

4/3,K/27 (Item 27 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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01504271 01-55259
HR's 'great enabler'
Greengard, Samuel
Industry Week v246n17 PP: 63-68 Sep 15, 1997
ISSN: 0039-0895 JRNL CODE: IW
WORD COUNT: 1562

...TEXT: office equipment-the latter under its Lanier Office Systems division. The company's 28,000 employees worldwide can go online to access payroll information, 401(k) account information, electronic check stubs, and job postings. The PeopleSoft-based system also guides a worker to training and courses befitting the individual's job code and career path.

An added bonus is more accurate data. In the past, records were too often riddled with errors as administrative staff in HR keyed an endless stream of data into the computer. "We no longer have paychecks rerouted and sent back to payroll," says...

4/3,K/28 (Item 28 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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01384627 00-35614
Human Resource Manager offers efficient control of HR, payroll data
Munn, Roderick W
HRMagazine v41n10 PP: 40-44 Oct 1996
ISSN: 1047-3149 JRNL CODE: PAD
WORD COUNT: 1524

Search Report from Ginger R. DeMille

...TEXT: calculate Social Security, vesting and pensions.

The Security Manager provides comprehensive security throughout the entire HR application, including links to networks and databases. Access to employee information is controlled by passwords, as is the updating of information. All online activity within the system is monitored and reported.

The Information Manager allows users to process information as required. With this module, users can create their own reports, design or change display...

4/3,K/29 (Item 29 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)
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01367946 00-18933

Nortel's intranet

Curtis, Terry; Foulkes, Reg; Fraser, Jim; Petty, Doug

Telesis n102 PP: 16-21+ Dec 1996

ISSN: 0040-2710 JRNL CODE: TLS

WORD COUNT: 3417

...TEXT: browser.

Nortel Access offers a secure repository for proprietary information - such as sales, financial, or human resources data - and authenticates users who want Web access to it. The application uses SecurID, a smart...

... shape to a credit card, which Nortel plans to distribute to some 58,000 Nortel employees.

To gain access to secure information, employees call up the Nortel Access Web page, enter their user ID number, then their four-digit personal identification number (PIN) code, and finally the six-digit number digitally displayed on the SecurID card. The number on...

4/3,K/30 (Item 30 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)
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01353559 00-04546

Medical records: Information gathering and confidentiality

Hahn, John R

Benefits Quarterly v12n4 PP: 48-56 Fourth Quarter 1996

ISSN: 8756-1263 JRNL CODE: BFAQ

WORD COUNT: 4847

...TEXT: corporate policy governing the use and maintenance of confidential employee hiring, benefits, personnel and medical information. If there is any question concerning the confidentiality of records, employers should consult with legal...

... health care providers and other entities have access to more categories of information about individual employees, including medical records, than ever before. Electronic data transmission and growth in computer and

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Internet use have greatly improved access to employee medical records. Although technological improvements such as pass codes have improved protection, unauthorized parties can still access a wealth of data, including medical records.

This article focuses on protecting the confidentiality and privacy of workplace medical records. The following parties may have (or want to have) access to employee medical information:

Benefits managers and human resources personnel

Third party benefits administrators

Risk managers

Supervisors

Insurance companies

Managed care organizations

Health care...

4/3,K/31 (Item 31 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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01227570 98-76965

Internal networks: The inside story

Hammond, Ray

People Management v2n11 PP: 22-27 May 30, 1996

ISSN: 1358-6297 JRNL CODE: PMT

WORD COUNT: 2585

...TEXT: an unknown zip code on the server before posting mail.

Typically, intranets develop when an HR department decides to post vacancies and corporate information on a web server. This is easy and inexpensive to do, and the information is frequently published on the Internet, although corporate information is usually protected by password access.

The data most frequently accessed relates to inter-organisational vacancies and opportunities, announcements about benefits and conditions, social information - sports events, house swaps and so forth - and company press releases and reports.

Employees within the organisation start by accessing the site on the Internet, but other departments - finance...

4/3,K/32 (Item 32 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2004 ProQuest Info&Learning. All rts. reserv.

01210963 98-60358

Abra HR for Windows a product of experience

Search Report from Ginger R. DeMille

Meyer, Gary
HRMagazine v41n5 PP: 122-126 May 1996
ISSN: 1047-3149 JRNL CODE: PAD
WORD COUNT: 1377

...TEXT: even specific employees). Reports: A library of push-button reports that cover a spectrum of **HR information** needs ranging from simple. **employee** birthday lists to hard copy requirements for EEO laws, OSHA, FMLA and COBRA.

Rules: Essentially, the avenue for establishing necessary tables for pay grades, job **codes**, benefit calculations and so forth and for defining user/security **access** levels. Panels: Windows with designated areas for entering or changing **data** related to a particular topic (for example, an OSHA panel for maintaining accident or injury...).

... the windows and standard reports. One handy chapter is dedicated to a discussion of every **data** -capture panel, explaining the fields pertinent to each. **Information** is presented in a consistent, comprehensive, logical manner for easy comprehension and reference.

Security attributes are extensive, limiting user **access** to levels designated by the system administrator. Every user must have an I.D. and **password** to gain entry to the program. Rules can be established to grant or restrict **access** to program functions, specified **data** items, and the report **iter**. The security capabilities ensure the integrity and confidentiality of **employees** ! personal **data**

One distinctive feature of Abra **HR** is the Organizer. Essentially, it is an on-screen personalized calendar/appointment book users can...

4/3, K/33 (Item 33 from file: 15)
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01166332 98-15727
Start-up NetPhonic readies software for phone-to-Web link
Anonymous
Network World v13n8 PP: 70 Feb 19, 1996
ISSN: 0887-7661 JRNL CODE: NWW
WORD COUNT: 263

...TEXT: estate brokers in the field dial in to a Web site and get the latest **information** on available homes.

Corporate **human resources** departments also could use the software as a way to make **information** more readily available to **employees**.

NetPhonic's software runs on a Web server and must be used in conjunction with a voice modem for each phone line that has **access** to the server.

It can be used to provide **access** to internal or external Web sites. The software supports **user** identification and **password** protection. The software should help

Web software providers in their fight to keep pace with...

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4/3,K/34 (Item 34 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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01153237 98-02632

Voice technology for 401(k) plans

Panepinto, Robert

Benefits Quarterly v11n4 PP: 8-11 Fourth Quarter 1995

ISSN: 8756-1263 JRNL CODE: BFQ

WORD COUNT: 1970

...TEXT: must be user-friendly. Employees must be able to use it without administrative hassles.

***Speedy data transfer.** Data must be transferred quickly to achieve the desired payoff.

If the system doesn't transfer data on a timely basis (401(k) investments, for example), human resources personnel may have angry employees on their hands. In the worst case scenario, they may be open to liability.

***Security.** The system must be designed to ensure the confidentiality of employees' transactions. This is usually accomplished via a multitier access system that requires employees to log on the system with a company code, their own Social Security number and a personal identification number.

***Accuracy.** The system must recap employees' choices before allowing them to exit the system to confirm the accuracy of the data recorded.

WHAT IT COSTS

The cost of implementing a voice response system will vary based...

4/3,K/35 (Item 35 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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01071483 97-20877

HR Magic more than smoke and mirrors

Meyer, Gary

HRMagazine v40n8 PP: 96-99 Aug 1995

ISSN: 1047-3149 JRNL CODE: PAD

WORD COUNT: 1517

...TEXT: Test Report--an option for producing a sample of the output using just a few records.

HRMagic includes password protection capabilities to limit access to specified functions and data. The designated system administrator has global access and can assign passwords to nine other users. Levels of authorization are attached to each password, for example, the ability to update master records or just query them, print reports or view user-defined "restricted" fields. The system blocks any unauthorized access attempt. The password assignment table is available only to the

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system administrator and displays the name and authorization levels attached to all **passwords**. It can be readily modified to reflect changes.

COBRA administration is another area of **HR** responsibility that HRMagic can support. The program allows users to create their own eligibility notification letters and payment coupons, and **access** three screens of COBRA-related **data**. One contains **information** on benefit selections such as length of coverage, recipient/ **employer** costs and monthly premium amount. A second screen contains recipient **information** such as relationship to the employee, address and percentage of benefit entitlement. The third eases...

4/3,K/36 (Item 36 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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00965481 96-14874
Can you still say, "It's only payroll"?
O Connell, Sandra E
HRMagazine v40n1 PP: 33-37 Jan 1995
ISSN: 1047-3149 JRNL CODE: PAD
WORD COUNT: 1062

...TEXT: system that is operated in-house.

Everyone should understand the difference between an integrated payroll/ **HR** system and one that is interfaced as well as the consequences of each for **data** maintenance. In a truly integrated system, payroll and **HR** share one master **employee** database. When **HR** changes an address or status **code**, the **information** is in one file that payroll will **access**. In an interfaced payroll/ **HR** system, the change in **HR** has to be transmitted to the payroll system to update payroll **files**. In most cases, the interface is transparent to the user; that is, the files are....

4/3,K/37 (Item 37 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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00883982 95-33374
Personnel file **data base**: Universal **access**?
Laabs, Jennifer J
Personnel Journal v73n7 PP: 85 Jul 1994
ISSN: 0031-5745 JRNL CODE: PEJ
WORD COUNT: 2141

...TEXT: about personnel/payroll integration?

READERS RESPOND:

* The merging of payroll and personnel records into one **data base**, accessible by people other than **HR**, was obviously done without consulting the head of...

... to discrimination, lawsuits and problems of all kinds. What the employees charge is correct. Private **information** should not be readily available. The individual privacy rights of the workers outweigh the need

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to collect job-related information .

Assure the employees that the sensitive information will be protected by password access for their protection, and only the need-to-know information left unencrypted. Different levels of information could be made available based on the password used to access the files . Supervisors (and no one else) could have access to only the information that is pertinent to the job and employee performance of their staff: hire date, job title, salary records , evaluations, promotions, transfers, education and training program participation, commendations and any disciplinary actions. Medical records and sick leave shouldn't be among the information released. An employee may have a...

4/3,K/38 (Item 38 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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00865547 95-14939
HR takes steps to protect trade secrets
Murray, Kathleen
Personnel Journal v73n6 PP: 98-109 Jun 1994
ISSN: 0031-5745 JRNL CODE: PEJ
WORD COUNT: 5299

...TEXT: they limit access to proprietary material on a need-to-know basis. Customer lists or employee phone books can include dummy entries so that if they're stolen they'll be identifiable. Human resources personnel and other managers should set up access codes to computers and other data -storage areas so that only authorized persons can get into proprietary files . At Mead Data Corp., an information retrieval company in Dayton, Ohio, for example, employees are required to swipe badges to get into restricted areas. The HR department also has stringent policies about how to mark and distribute documents.

In some companies...

4/3,K/39 (Item 39 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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00830588 94-79980
The next generation
Greengard, Samuel
Personnel Journal v73n3 PP: 40-46 Mar 1994
ISSN: 0031-5745 JRNL CODE: PEJ
WORD COUNT: 3932

...TEXT: is three-dimensional. Here, computers mimic the work patterns of humans. Events-driven processing lets HR know what real-world events need to occur when an employee marries, changes positions or is terminated. In the last case, for example, the system can prompt the user to handle that transaction--including collecting keys, company credit card and changing access codes . It also can provide COBRA data , open the position to recruitment or process a succession-planning module. Human resources doesn't have to depend on memory or a long checklist to process the

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necessary...

4/3,K/40 (Item 40 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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00583604 91-57951
ABRAPay Is Affordable
Church, M. Jennifer
HRMagazine v36n11 PP: 32-38 Nov 1991
ISSN: 1047-3149 JRNL CODE: PAD
WORD COUNT: 1513

...TEXT: is required and plan your storage and backup media accordingly.

The second issue is security. Access to ABRAPay is controlled through passwords. Only five passwords are available for each company. If you want more than five people to enter employee data, enter timesheet data or produce reports, the passwords must be defined functionally.

For example, a human resource administrator may be allowed into the payroll system to add or update employee information and run certain reports, but not to enter timesheet or other earnings data. A "human resource" password may be established for anyone allowed this type of access. Several payroll clerks may be able to enter timesheet information, but nothing else. Another password would define this function.

For those companies with only one or two people handling the HR and payroll function, this limitation is not a problem. But once you grow, or have multiple users accessing the system on a network, it becomes very important to guard those passwords and change them frequently. The lack of an audit trail within the system compounds the...

4/3,K/41 (Item 41 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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00543731 91-18076
The Optical Disk Solution
Wing, Patricia; Van Hecke, James F.
Personnel Journal v70n4 PP: 92-96 Apr 1991
ISSN: 0031-5745 JRNL CODE: PEJ
WORD COUNT: 1583

...TEXT: workstations for shipping document images between sites, secure storage for essential documents and faster document access. In addition, employee document images can be printed on demand from a computer-generated list, and a file room filled with high-resolution monitors, instead of color-coded files, contributes to smoother operation of the HR function.

Patricia Wing is a technical writer and editor at Los Alamos National Laboratory, currently

4/3,K/42 (Item 42 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)

Search Report from Ginger R. DeMille

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00218624 83-30185

Screening Optical Scanners for Personnel

Nardoni, Ren

Personnel Journal v62n10 PP: 806-811 Oct 1983

ISSN: 0031-5745 JRNL CODE: PEJ

ABSTRACT: Optical scanning devices linked to a microcomputer with **access** to a personnel database can improve **data** collection and save time and money for many **human resources** information system (**HRIS**) applications. Scannable forms can be preprinted and keyed to any transaction **codes** desired. The forms can be **accessed** and addressed by the microcomputer, thereby eliminating the need for keypunch or **data** entry operators. The scanner system also solves the problem of machine-readable **employee** documents by allowing **employees** to **code** such documents. A scanner system linked with a word processor provides virtually unlimited office automation potential. The scanner system can produce **data** for a variety of personnel functions, including: 1. job applicant flow **data** , 2. equal employment opportunity (EED) data, 3. testing, 4. payroll, 5. performance evaluation, and 5...

4/3,K/43 (Item 1 from file: 16)

DIALOG(R)File 16:Gale Group PROMT(R)

(c) 2004 The Gale Group. All rts. reserv.

09127321 Supplier Number: 79517965 (USE FORMAT 7 FOR FULLTEXT)

Online Benefits Seeks \$8.5 Million Series D Shot From Strategic

Players. (Brief Article)

Kurdek, Robyn

Investment Dealers' Digest, pITEM01302006

Oct 29, 2001

Language: English Record Type: Fulltext

Article Type: Brief Article

Document Type: Magazine/Journal; Trade

Word Count: 743

... human resources department, which in turn often results in increased administrative responsibilities and overhead for **HR** staffers.

Online Benefits seeks to eliminate a majority of the confusion and frustration associated with **employee** benefits communication by enabling companies to put all of that **information** into an "online benefits office" that is **accessible** to their workforce and families.

Essentially, **employees** get a **password** -protected online benefits office that illustrates exactly what their benefits plan is, what doctors they...

4/3,K/44 (Item 2 from file: 16)

DIALOG(R)File 16:Gale Group PROMT(R)

(c) 2004 The Gale Group. All rts. reserv.

08956674 Supplier Number: 77804830 (USE FORMAT 7 FOR FULLTEXT)

New FAQ Self-Service Module Added to Fringe Facts Online.

Business Wire, p0179

Sept 4, 2001

Language: English Record Type: Fulltext

Search Report from Ginger R. DeMille

Document Type: Newswire; Trade
Word Count: 355

... web-based service utilizes a centralized database allowing employers and employees to manage benefits and **HR information** using any computer with **access** to the Internet and capable of running a standard web browser. **Information** stored in Fringe Facts Online is readily **accessible** by the benefits manager, insurance broker, carrier or anyone authorized by the **employer**. It features the latest in Internet security technology. All **data** is accessed from a **password** -protected secure Web server, and sensitive **data** is encrypted to assure total privacy. This security is provided through the use of Secure...

4/3, K/45 (Item 3 from file: 16)
DIALOG(R)File 16:Gale Group PROMT(R)
(c) 2004 The Gale Group. All rts. reserv.

08604180 Supplier Number: 70386338 (USE FORMAT 7 FOR FULLTEXT)
Beyond The Firewall: Data Sharing Stirs Privacy Fears. (Industry Trend or Event).
Lewis, Nicole
EBN, p1
Feb 12, 2001
Language: English Record Type: Fulltext
Document Type: Magazine/Journal; Trade
Word Count: 1272

... Group.
The role is supported cross functionally by a product development compliance manager, an internal **human resources** manager, monitoring **employee access codes**, and a **data** protection officer based in the United Kingdom who monitors regulatory requirements in the EU.

"We...

...a sea of change in how business processes work," said Pat McGregor, Intel's chief **information** security architect for strategic enterprise architecture in Hillsboro, Ore. "We're really good as information...

4/3, K/46 (Item 4 from file: 16)
DIALOG(R)File 16:Gale Group PROMT(R)
(c) 2004 The Gale Group. All rts. reserv.

08559949 Supplier Number: 73831327 (USE FORMAT 7 FOR FULLTEXT)
New Statistic Reporting Feature Added to BSI's Fringe Facts Online.
Business Wire, p0339
April 30, 2001
Language: English Record Type: Fulltext
Document Type: Newswire; Trade
Word Count: 469

... service that utilizes a centralized database allowing employers and employees to manage **their** benefits and **HR information** using nothing more than a PC with a standard Web browser. **Information** stored in the database is readily **accessible** by the benefits manager, insurance broker, carrier or anyone else authorized by the **employer**.

Fringe Facts Online features the latest in Internet security

Search Report from Ginger R. DeMille

technology. All data is accessed from a **password** -protected secure Web server, and sensitive data is encrypted to ensure total privacy. This security is provided through the use of Secure...

4/3,K/47 (Item 5 from file: 16)

DIALOG(R)File 16:Gale Group PROMT(R)
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08297857 Supplier Number: 66813414 (USE FORMAT 7 FOR FULLTEXT)

(0) ZDNet Employees Connect With CustomHRMS From Best Software.

Business Wire, p2668

June 22, 2000

Language: English Record Type: Fulltext

Document Type: Newswire; Trade

Word Count: 649

... service application that effectively extends the reach and value of the network outside of the **HR** and payroll organization. For instance, an **employee** with a life-event change (birth of a child, marriage, etc.) can access his or her **password** -protected **account** online and update his or her **records** automatically.

About ZDNet

ZDNet (NYSE: ZDZ) operates the world's leading Web destination (www.zdnet...

4/3,K/48 (Item 6 from file: 16)

DIALOG(R)File 16:Gale Group PROMT(R)
(c) 2004 The Gale Group. All rts. reserv.

08224904 Supplier Number: 69256232 (USE FORMAT 7 FOR FULLTEXT)

Best Software Builds Solid Customer Base for Internet Application Services Group.

Business Wire, p2596-

Jan 17, 2001

Language: English Record Type: Fulltext

Document Type: Newswire; Trade

Word Count: 624

... service application that effectively extends the reach and value of the network outside of the **HR** and payroll organization. For instance, an **employee** with a life-event change (birth of a child, marriage, etc.) can access his or her **password** -protected **account** online and update his or her **records** automatically.

About Best Software

Best Software, Inc., a wholly-owned subsidiary of The Sage Group...

4/3,K/49 (Item 7 from file: 16)

DIALOG(R)File 16:Gale Group PROMT(R)
(c) 2004 The Gale Group. All rts. reserv.

08129062 Supplier Number: 67717913 (USE FORMAT 7 FOR FULLTEXT)

A MATTER OF TRUST. (Industry Trend or Event)

Jorgensen, Barbara

Electronic Business, v26, n13, p119

Dec, 2000

Search Report from Ginger R. DeMille

Language: English Record Type: Fulltext Abstract
Document Type: Magazine/Journal; Trade
Word Count: 2981

... product automatically locks out any user that has left HP and updates HP's user- access files in real time. This eliminates the lag time between an employee 's resignation, the human resources department processing the employee 's files (and alerting the appropriate people of the employee 's resignation) and IT changing or deleting the employee 's password . By contrast, some companies rely on arbitrarily changing passwords to keep their user files current.

HP also spells out, by contract, limitations on the use of any HP data shared with suppliers or outsourcing services such as contract manufacturers.

Arrow has 50,000 extranet...

4/3,K/50 (Item 8 from file: 16)
DIALOG(R)File 16:Gale Group PROMT(R)
(c) 2004 The Gale Group. All rts. reserv.

08011640 Supplier Number: 65912584 (USE FORMAT 7 FOR FULLTEXT)

Simple Network Unburdens Staff.

Kelly, Beckie
Health Data Management, v8, n4, p80
April, 2000
Language: English Record Type: Fulltext
Document Type: Magazine/Journal; Trade
Word Count: 1040

... connect to the network, they first see the home page, which is filled with general information about the delivery system. From there, they can link to other pages created by the I.T. department for other departments, such as nursing, radiology, materials management and human resources .

Employees also can access the intranet from their, home PCs through one of the health system's 48 different dial-in access lines. Each employee was given a password to establish a dial-in connection and a different password to get on the network via the dial-in link. Once they have entered the two passwords , they are connected to Savannah's intranet as well as the Internet.

Corporate policies and...
...and radiology staff, for example, have started posting test results online, enabling Savannah physicians to access the information from any PC in the delivery system. Physicians or others who want to access lab results or other patient data must have a password to reach those pages.

The human resources department also has increased its presence on the intranet. Staff has placed several employee forms online, including forms for new hires, employee data changes, transfers and pay rate changes. Employees can print out these forms, fill them out and turn them in to the human resources department.

Having these forms available via the intranet helps reduce the amount of paper copies...

4/3,K/51 (Item 9 from file: 16)

Search Report from Ginger R. DeMille

DIALOG(R)File 16:Gale Group PROMT(R)
(c) 2004 The Gale Group. All rts. reserv.

07970221 Supplier Number: 66574664 (USE FORMAT 7 FOR FULLTEXT)
General Motors, DaimlerChrysler Corporation and UAW to Offer
Industry-Leading Internet Program Through America Online.

PR Newswire, pNA
Nov 2, 2000

Language: English Record Type: Fulltext
Document Type: Newswire; Trade
Word Count: 1048

... of HUGHES. "Through this new program, HUGHES and DIRECTV will offer GM and DaimlerChrysler Corporation **employees** immediate access to this critical technology, and that will benefit them both personally and professionally."

Workscape's...

...technology allows for each company to offer a safe and secure environment, using logins and **passwords**, for **employees** to access their personalized company **information** from home.

"Workscape shares DaimlerChrysler Corporation and GM's vision for **employee** portals that transform relationships among companies, **employees** and **HR** suppliers," said Tim Clifford, president and co-CEO at Workscape. "Workscape is excited to work..."

4/3,K/52 (Item 10 from file: 16)
DIALOG(R)File 16:Gale Group PROMT(R)
(c) 2004 The Gale Group. All rts. reserv.

07928582 Supplier Number: 66267183 (USE FORMAT 7 FOR FULLTEXT)
Interliant Wins First PeopleSoft Version 8 Hosting Contract; InterGen Moves
to ASP Model as Early Adopter of PeopleSoft's 'Pure Internet'
Application.

Business Wire, p017A
Oct 23, 2000
Language: English Record Type: Fulltext
Document Type: Newswire; Trade
Word Count: 876

... to us to be able to add newly acquired companies easily into our payroll and **HR** systems, which Interliant's hosting model makes possible. The fact that Interliant owns its own **data** centers was another plus, providing an increased sense of security for us."

PeopleSoft Version 8...

...the "first pure Internet software," is delivered totally in HTML and requires no client-based **code** or software except a standard Internet browser. All PeopleSoft Version 8 applications, including 58 new applications, can be accessed anywhere, anytime, by **employees**, customers, partners and other authorized persons.

"More and more customers are coming to understand how..."

4/3,K/53 (Item 11 from file: 16)
DIALOG(R)File 16:Gale Group PROMT(R)
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Search Report from Ginger R. DeMille

07890362 Supplier Number: 65912948 (USE FORMAT 7 FOR FULLTEXT)

How Will CIOs Protect Data to Comply with HIPAA?

Gillespie, Greg

Health Data Management, v8, n8, p40

August, 2000

Language: English Record Type: Fulltext

Document Type: Magazine/Journal; Trade

Word Count: 3523

... Ore.-based integrated delivery system.

"It's a real challenge to create and maintain an **information** system that provides the appropriate level of access," Aikins says. "You have to have different...access to information systems or certain types of data based on job description. When the **employee** logs onto the hospital information system using a **password** and user ID, the access control system displays a menu of information systems that each **employee** can access .

Another important security component of the **access** control system is denying **access** to **passwords** and IDs that are no longer in use--for example, the **password** and ID of an **employee** who was fired from Providence.

To ensure these **passwords** and IDs cannot be used, Providence regularly downloads data into the **access** control system from a human resources information system that stores the names of former **employees** . That information is compared to the data in the **access** control system. The **access** system then generates a report that lists which **passwords** and IDs must be deleted.

"It took us five years to develop our access levels and the **information** system behind them," Aikins says. "It's going to be very difficult for organizations to..."

4/3,K/54 (Item 12 from file: 16)

DIALOG(R)File 16:Gale Group PROMT(R)

(c) 2004 The Gale Group. All rts. reserv.

07636725 Supplier Number: 63698750 (USE FORMAT 7 FOR FULLTEXT)

Spike Technologies Reaps Maintenance, Access Benefits With CustomHRMS

Hosted HR/Payroll Solution From Best Software.

Business Wire, p2647

July 26, 2000

Language: English Record Type: Fulltext

Document Type: Newswire; Trade

Word Count: 576

... service application that effectively extends the reach and value of the network outside of the **HR** and payroll organization. For instance, an **employee** with a life-event change (birth of a child, marriage, etc.) can access his or her **password** -protected **account** online and update his or her **records** automatically.

"CustomHRMS enables **HR** professionals to focus on more strategic issues, such as recruitment and retention, which saves companies..."

4/3,K/55 (Item 13 from file: 16)

DIALOG(R)File 16:Gale Group PROMT(R)

Search Report from Ginger R. DeMille

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07485823 Supplier Number: 62867668 (USE FORMAT 7 FOR FULLTEXT)

ZDNet Employees Connect With CustomHRMS From Best Software.

Business Wire, p2229

June 22, 2000

Language: English Record Type: Fulltext

Document Type: Newswire; Trade

Word Count: 666

... service application that effectively extends the reach and value of the network outside of the HR and payroll organization. For instance, an employee with a life-event change (birth of a child, marriage, etc.) can access his/her password-protected account online and update his/her records automatically.

About ZDNet

Based in San Francisco, ZDNet operates the leading Web destination (www.zdnet...)

4/3,K/56 (Item 14 from file: 16)

DIALOG(R) File 16:Gale Group PROMT(R)

(c) 2004 The Gale Group. All rts. reserv.

07343929 Supplier Number: 62101045 (USE FORMAT 7 FOR FULLTEXT)

That feeling of net security. (Industry Trend or Event)

Computing Canada, v26, n10, p14

May 12, 2000

Language: English Record Type: Fulltext

Document Type: Magazine/Journal; Trade

Word Count: 1354

... how businesses use the Web. The essential requirements include trust, encryption for privacy and protection, data integrity, strong authentication, nonrepudiation, and integration.

Trust: On the Internet, corporations are concerned about employees visiting untrusted sites that may contain malicious code, viruses, or objectionable content. On the Intranet, corporations must face the fact that not all employees can be trusted to access all assets. As Intranets are deployed for more sensitive applications -- HR, legal, accounting, sales, and R&D -- that were formerly on separate networks, there is a...

4/3,K/57 (Item 15 from file: 16)

DIALOG(R) File 16:Gale Group PROMT(R)

(c) 2004 The Gale Group. All rts. reserv.

07219011 Supplier Number: 61495659 (USE FORMAT 7 FOR FULLTEXT)

Products & Services: System eases benefit, payroll administration. (Best

Software CustomHRMS software gives employees access to human resource information)

Business Insurance, v34, p12

April 10, 2000

Language: English Record Type: Fulltext

Document Type: Magazine/Journal; Trade

Word Count: 992

Search Report from Ginger R. DeMille

... release. It includes a self-service application that extends the reach and value of an **employer**'s HR and payroll departments. For example, an **employee** who experiences a life-event change, such as marriage or the birth of a child -- can **access** his or her **password**-protected **account** online and update the **record** automatically.

Through an exclusive partnership, The Tribus Cos., a full-service insurance broker and consulting firm, is using CustomHRMS for its **employer** clients on an outsourced, hosted basis. The product will be available for general use in...

4/3,K/58 (Item 16 from file: 16)
DIALOG(R)File 16:Gale Group PROMT(R)
(c) 2004 The Gale Group. All rts. reserv.

07103297 Supplier Number: 60061835 (USE FORMAT 7 FOR FULLTEXT)
Best Software Launches First Hosted HR/Payroll Solution.
Business Wire, p1603
March 13, 2000
Language: English Record Type: Fulltext
Document Type: Newswire; Trade
Word Count: 575

... service application that effectively extends the reach and value of the network outside of the HR and payroll organization. For instance, an **employee** with a life-event change (birth of a child, marriage, etc.) can **access** his or her **password**-protected **account** online and update their **records** automatically.

"Many of our customers are confronted by increasingly scarce IT resources and expertise at..."

4/3,K/59 (Item 17 from file: 16)
DIALOG(R)File 16:Gale Group PROMT(R)
(c) 2004 The Gale Group. All rts. reserv.

06992267 Supplier Number: 59126029 (USE FORMAT 7 FOR FULLTEXT)
A Bright Idea. (Company Operations)
Rudenstein, Roger
Enterprise Systems Journal, v15, n1, p24
Jan, 2000
Language: English Record Type: Fulltext Abstract
Document Type: Magazine/Journal; Trade
Word Count: 2814

... errors were found, they could specify them and use workflow to route the feedback to HR staff, who would then enter the correct information into PeopleSoft.

Both applications required accessing data from PeopleSoft -- the job descriptions based on job codes are stored there, as are the **employee** benefits profiles. We decided not to do this in real time, but to download data in batch mode each night from the UNIX server -- where PeopleSoft runs -- to the Notes...

4/3,K/60 (Item 18 from file: 16)
DIALOG(R)File 16:Gale Group PROMT(R)
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Search Report from Ginger R. DeMille

06426611 Supplier Number: 54947438 (USE FORMAT 7 FOR FULLTEXT)
Web-based 'farms' let design teams plow ahead. (Company Business and
Marketing)

Lee, Dwayne
Electronic Engineering Times, p92

June 21, 1999
Language: English Record Type: Fulltext
Document Type: Magazine/Journal; Trade
Word Count: 1846

... authorized personnel could gain access.

For internal security, Sun built an access database that incorporates information both from **human resources** on the division level and from the corporate-wide **network access** database. That way, people from the microelectronics and other divisions can **access information** and the server ranch. This **access** database is updated daily to ensure that any and all **employee** changes are immediately reflected.

To link the server ranch exterior to the corporate intranet, Sun issues token cards to **employees** granted external **access**. The user activates the token card by typing in a **password**. If all is correct, he will be connected to the server ranch via Sun.net...

...private connection over the Internet. Sun.net builds a secure tunnel that encrypts all the **data** moving across the connection, in essence creating a protected causeway from the browser to Sun...

4/3,K/61 (Item 19 from file: 16)
DIALOG(R)File 16:Gale Group PROMT(R)
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06246765 Supplier Number: 54984346 (USE FORMAT 7 FOR FULLTEXT)
PUNCHING IN.

Thilmany, Jean
Footwear News, p20(17)
March 29, 1999
Language: English Record Type: Fulltext
Document Type: Magazine/Journal; Trade
Word Count: 665

... verify it all," Schwartz said. "This will save us a lot of man hours in **HR**."

The company employs nearly 400 associates, though only store **employees** will be able to electronically submit hours, because only they have **access** to the POS system, Schwartz said. The automated system also means less work for store associates, who will type in their **employee code** when logging on to the POS system and **record** their hours worked when logging off. Store associates who don't use the system during their shift simply type in their **employee code** and the number of hours worked. That **information** is automatically transmitted to the corporate office. Said Schwartz, "That **information** gets polled every night and then feeds into the payroll system, and we're able...

4/3,K/62 (Item 20 from file: 16)
DIALOG(R)File 16:Gale Group PROMT(R)
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Search Report from Ginger R. DeMille

06192939 Supplier Number: 54105980 (USE FORMAT 7 FOR FULLTEXT)
SHOE CHAIN'S SYSTEM DOUBLES UP. (Shoe Pavillion's point-of-sale system
doubles as time clock)

Thilmany, Jean

WWD, p17(1)

March 10, 1999

Language: English Record Type: Fulltext

Document Type: Magazine/Journal; Trade

Word Count: 591

... s a very laborious task. This will save us a lot of man hours in HR ."

The company employs nearly 400 associates, although only store employees will be able to electronically submit hours worked because only they have access to the POS system, Schwartz said.

The automated system will reduce the workload of store associates, who will type in their employee codes when logging on to the POS system and then record their hours worked when logging off the system.

"That information gets polled every night and then feeds into the payroll system, and we're able...

4/3, K/63 (Item 21 from file: 16)
DIALOG(R)File 16:Gale Group PROMT(R)
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05994061 Supplier Number: 53366795 (USE FORMAT 7 FOR FULLTEXT)

American Freightways Adopts PassGo InSync; PassGo's Password Synchronization Solution Provides Simplified Access and Control for Shipment Industry Leader.

Business Wire, p1400

Dec 8, 1998

Language: English Record Type: Fulltext

Document Type: Newswire; Trade

Word Count: 543

... was the ideal solution for American Freightways, which was looking to simplify the management of passwords used throughout the company. Before PassGo InSync, users were juggling a minimum of four passwords and user IDs, facing mandatory monthly password changes and overloading the help desk with calls to reset passwords. With PassGo InSync, employees now need only one password to access the necessary information and applications. PassGo InSync has enabled American Freightways' employees from the help desk and other departments such as sales, marketing, shipping, human resources, and finance to spend more time on business issues rather than concern themselves with the recollection, retention and reset of passwords.

"We saw no need to evaluate other products after reviewing PassGo InSync. We knew the...

4/3, K/64 (Item 22 from file: 16)
DIALOG(R)File 16:Gale Group PROMT(R)
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05988539 Supplier Number: 53351893 (USE FORMAT 7 FOR FULLTEXT)

Remote Control For HR.

O'Connell, Brian

Search Report from Ginger R. DeMille

CFO, The Magazine for Senior Financial Executives, p28(1)
Dec, 1998
Language: English Record Type: Fulltext
Document Type: Magazine/Journal; Professional Trade
Word Count: 336

... Customers pay a setup fee and a monthly fee of \$2 to \$4 per employee **record** kept in the service's central database.

To start, a customer loads its employee management **files** into the database—often by transmitting basic Excel spreadsheets. Anytime an **HR** staffer needs to upgrade an **employee**'s 401(k) plan or modify health plan **information**, he simply calls up Employease's Web site and enters the company's **password** to access the **employee**'s **files**.

Features of the service include monthly invoices for all lines of coverage, benefits statements, and **employee** self-service if so desired. What about maintaining **security** for this sensitive type of **information**? "The biggest surprise we found is that security is a nonevent for our customers," says...

4/3,K/65 (Item 23 from file: 16)
DIALOG(R)File 16:Gale Group PROMT(R)
(c) 2004 The Gale Group. All rts. reserv.

05595311 Supplier Number: 48468668 (USE FORMAT 7 FOR FULLTEXT)
Digital Announces AltaVista Firewall 98 - Powerful Security for Defending
the Network.
PR Newswire, p505NETU032
May 5, 1998
Language: English Record Type: Fulltext
Document Type: Newswire; Trade
Word Count: 863

... users and servers. By identifying the individual servers a group or department has permission to **access**, companies gain broad and flexible new options to define enterprise-wide security policies. For example, only **employees** with a human resource job **code** would be given **access** to **HR** servers, but all **employees** could have **access** to product **data** sheets residing on a marketing server.

In a significant enhancement to its evasive-action capability...

4/3,K/66 (Item 24 from file: 16)
DIALOG(R)File 16:Gale Group PROMT(R)
(c) 2004 The Gale Group. All rts. reserv.

05566723 Supplier Number: 48431342 (USE FORMAT 7 FOR FULLTEXT)
ProBusiness Debuts Online Paycheck Viewing At APA 1998 Congress; Employees
Empowered with "Anytime, Anywhere" Paycheck Data Access.
Business Wire, p4201151
April 20, 1998
Language: English Record Type: Fulltext
Document Type: Newswire; Trade
Word Count: 418

Offering 24x7 **access** via a standard Web browser, View PayChecks empowers employees with "anytime, anywhere" **access** to their current and historical paychecks, with the option of eliminating paper copies of direct

Search Report from Ginger R. DeMille

deposit advices. From any desktop, **employees** now have the ability to review their wages, taxes, deductions, stock options, benefit plan contributions and time-off **records**. Through the OnLine Suite, payroll/ **HR** administrators can easily **access employee records**, change users' **access pin** and view reports on user activity. This shift in processing tasks from payroll administrators to **employees** also helps organizations improve operations' efficiency and service levels.

"A key deliverable of the ProBusiness..."

4/3,K/67 (Item 25 from file: 16)
DIALOG(R)File 16:Gale Group PROMT(R)
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05273119 Supplier Number: 48033300 (USE FORMAT 7 FOR FULLTEXT)

BP America uses technology to downsize

Zerega, Blaise
InfoWorld, p148
Oct 6, 1997
Language: English Record Type: Fulltext
Document Type: Magazine/Journal; Trade
Word Count: 657

... the ability to perform tasks such as reporting increases productivity and eliminates a drain on **HR**," Ward says.

Today PeopleSoft 5.11 is **accessed** by 185 **employees** using Dell Pentium PCs at 25 locations. An intranet will let **employees** **access** W-4 **records** and personal **data**, as well as job- **code** tables and reporting functions.

Moving from mainframe to client/server is saving BP America almost...

4/3,K/68 (Item 26 from file: 16)
DIALOG(R)File 16:Gale Group PROMT(R)
(c) 2004 The Gale Group. All rts. reserv.

04757485 Supplier Number: 47001160 (USE FORMAT 7 FOR FULLTEXT)

All together now
Brown, Darren
Communications News, p40
Jan, 1997
Language: English Record Type: Fulltext
Document Type: Magazine/Journal; Trade
Word Count: 568

.... and efficient response to customer needs. Our customers - homeowners, businesses and institutions - want access to **human resources**, training, product status **information**, and customer support documentation 24 hours a day, seven days a week from any location.

Both staff and customers, depending on their **access** rights, can retrieve **information** - including documents and **files** with models, wiring diagrams, and answers to frequently asked questions - from our corporate intranet, www.trane.com.

On-site **employees** **access** the intranet by starting up their Netscape desktop browser and attaching with IP over our frame relay WAN with an approved ID and **password** for our firewall.

Our remote workers, who include traveling executives, telecommuters, field engineers, and network administrators, use a remote access solution

Search Report from Ginger R. DeMille

from Shiva Corp. to access corporate **information** resources.

The client software is installed on IBM laptops running Windows 95.
Mobile users dial...

4/3,K/69 (Item 27 from file: 16)

DIALOG(R)File 16:Gale Group PROMT(R)
(c) 2004 The Gale Group. All rts. reserv.

04528111 Supplier Number: 46653050 (USE FORMAT 7 FOR FULLTEXT)

On Site With Westinghouse: The Web Difference

CommunicationsWeek, p1

August 26, 1996

Language: English Record Type: Fulltext

Document Type: Newsletter; Trade

Word Count: 1067

... new versions of engineering analysis applications that would be used by utility customers of Westinghouse. **Access** would be secured by various methods depending on the sensitivity of the **data** , Ellis says.

Access to a parts catalog, for example, might require a single password; **information** about a project budget might require both a password and a pre-authorized IP address.

"We've put some processes in place to watch the links and attempted **passwords** , " Ellis says.

Westinghouse viewed an intranet to be the most efficient way of distributing **information** to **employees** while eliminating paper-based communication.

In another example, he says the company's **Human Resources** department is a goldmine of intranet content. "We're looking at the easiest piece of...

4/3,K/70 (Item 28 from file: 16)

DIALOG(R)File 16:Gale Group PROMT(R)
(c) 2004 The Gale Group. All rts. reserv.

04429827 Supplier Number: 46499441 (USE FORMAT 7 FOR FULLTEXT)

HR APPLICATION

MIDRANGE Systems, p036

June 28, 1996

Language: English Record Type: Fulltext

Document Type: Magazine/Journal; Trade

Word Count: 124

(USE FORMAT 7 FOR FULLTEXT)
TEXT:

...existing IBM Query/400 reports, in a Windows environment on their own PC. With the **HR Security** module, management can retain control by giving **employees** a **PIN** number for limited **access** to their selected **records** .

4/3,K/71 (Item 29 from file: 16)

DIALOG(R)File 16:Gale Group PROMT(R)
(c) 2004 The Gale Group. All rts. reserv.

04398092 Supplier Number: 46451686 (USE FORMAT 7 FOR FULLTEXT)

InPower Inc. and Edify Corp. Announce Joint Development Partnership

Search Report from Ginger R. DeMille

Agreement; New Intranet-enabled Self-service Application Enhances
InPower's Strategic HR Product Offerings.

Business Wire, p06100999

June 10, 1996

Language: English Record Type: Fulltext

Document Type: Newswire; Trade

Word Count: 965

... of HTML pages to end user desktops equipped with standard Web browsers. A user will access the application through a web browser by providing an ID or PIN to enter an employee site. After verification, the employee's information can be accessed and HR events may be updated. The simple, easy to use, Self-service application further delivers on...

4/3,K/72 (Item 1 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2004 The Gale Group. All rts. reserv.

13543176 SUPPLIER NUMBER: 75657981 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Check it out online.(interactive benefits packages)

Merrick, Neil

Employee Benefits, 32

May, 2001

ISSN: 1366-8722 LANGUAGE: English RECORD TYPE: Fulltext

WORD COUNT: .1877 LINE COUNT: .00151

... an external benefits package co-ordinator each time a person left or joined the group. HR manager Melinda Bishop was delighted to dispense with tables and spreadsheets and give employees the chance to find things out for themselves. "We have one system for all employees, with administration from one central point."

Personal security

Through Benefits Informer, employees have access to their own benefit records using a personal, secure password. If they have a query, they can go straight to Star's external coordinator, bypassing...

4/3,K/73 (Item 2 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2004 The Gale Group. All rts. reserv.

12269975 SUPPLIER NUMBER: 62929374 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Changes at the Taylor Group. (Brief Article)

Practical Accountant, 33, 6, 30

June, 2000

DOCUMENT TYPE: Brief Article ISSN: 0032-6321 LANGUAGE: English

RECORD TYPE: Fulltext

WORD COUNT: 461 LINE COUNT: 00041

... Best Software has debuted CustomHRMSTM, the initial service offering in its planned suite of hosted HR applications. The application allows access to HR information via the Internet without clients using in-house IT resources. It also includes a self-service application whereby an employee can access their password-protected account online and update their records automatically.

Great Plains Launches Partner Program. Fargo, N.D.-based Great Plains

Search Report from Ginger R. DeMille

has coined a...

4/3,K/74 (Item 3 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2004 The Gale Group. All rts. reserv.

10912368 SUPPLIER NUMBER: 54250930 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Security's human resourcefulness. (includes related article on the company's
child care facilities and workplace violence prevention program) (SAS
Institute Inc.)

Wilson, Timothy M.; Bielec, Miles
Security Management, 43, 3, 97(7)
March, 1999

ISSN: 0145-9406 LANGUAGE: English RECORD TYPE: Fulltext; Abstract
WORD COUNT: 5334 LINE COUNT: 00428

... stored in the access control database, and a new permanent card is
issued to the **employee** later that day.

Training. Receptionists receive sixteen to twenty hours of in-house
training from the security department. This training covers basic **access**
control procedures, the company's overall security policies, and customer
service skills. Receptionists are also taught how to operate the PC at
their desks to retrieve **data** from the **HR employee** database.
Receptionists use a **password** to **access** these computerized **files** , but
they are not given "edit" authority and so cannot alter **information** in
the **database**.. Receptionists are also given key contact personnel and
telephone numbers to call...

4/3,K/75 (Item 4 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2004 The Gale Group. All rts. reserv.

10157558 SUPPLIER NUMBER: 20044323 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Move easier with **online** assistance. (**employee** relocation data)

Greengard, Samuel
Workforce, v76, n9, p48(6)
Sep, 1997
LANGUAGE: English RECORD TYPE: Fulltext; Abstract
WORD COUNT: 3070 LINE COUNT: 00266

... link to approved outside mortgage vendors - which offer news,
mortgage calculators, applications and loan approval **information** . The
company plans to add other vendors in the coming months. At Basking Ridge,
New Jersey-based AT&T, **employees** can **access** dozens of pages focusing on
relocation policy, **employer** and **employee** responsibilities during a
transfer or move, company allowances, and benefits availability and
eligibility requirements. There are links to relocation counselors and
other specialists, and a **password** -protected area where supervisors can
check on managerial guidelines and scan frequently asked questions (FAQs) .

According to Barry Pelletteri, chief **information** officer of **human**
resources at AT&T, such backbone **information** is just the beginning. The
company plans to automate many processes by adding embedded workflow...

4/3,K/76 (Item 5 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB

Search Report from Ginger R. DeMille

(c)2004 The Gale Group. All rts. reserv.

10123950 SUPPLIER NUMBER: 20456705 (USE FORMAT 7 OR 9 FOR FULL TEXT)
ComElectric improves document management.

Stone, Laura
Electric Light & Power, v76, n3, p22(1)
March, 1998
ISSN: 0013-4120 LANGUAGE: English RECORD TYPE: Fulltext; Abstract
WORD COUNT: 535 LINE COUNT: 00051

... Banyan Vines Network with client workstations running Windows '95.
Users scan into the system all **human resources** information.
These are indexed by **employee** name, social security number and **employee** number, creating an umbrella file for each **employee** that can be accessed by authorized personnel using File Magic's built-in **password** security features. **Records** that once took hours to find are available at a keystroke and can be electronically...

4/3,K/77 (Item 6 from file: 148)
DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2004 The Gale Group. All rts. reserv.

09862535 SUPPLIER NUMBER: 19978044 (USE FORMAT 7 OR 9 FOR FULL TEXT)
PeopleSoft Delivers Next Generation Federal HRMS Applications.
Business Wire, p11131057
Nov 13, 1997
LANGUAGE: English RECORD TYPE: Fulltext
WORD COUNT: 1145 LINE COUNT: 00112

... system or another system. It provides the ability to import employee payroll details and balance **data** from any third-party payroll system to a PeopleSoft **HRMS** database.

PeopleSoft Time and Labor for U.S. Federal Government provides an innovative time and **labor** distribution system that allows an organization to collect and retrieve **employee** **data**, calendar **information**, vacation, leave, and sick-time accruals. It also enables **employee** costs to be mapped to the proper earnings **codes** for payroll processing.

Advanced Technology Improving Performance, Service, and **Access**
PeopleSoft 7 **HRMS** for U.S. Federal Government delivers significant technology enhancements including a flexible high-performance three...

4/3,K/78 (Item 7 from file: 148)
DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2004 The Gale Group. All rts. reserv.

09836174 SUPPLIER NUMBER: 19572885 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Easy employee access. (human resources Vista software from Personal Data Systems) (Brief Article)
Stevens, Tim
Industry Week, v246, n13, p40(1)
July 7, 1997
DOCUMENT TYPE: Brief Article ISSN: 0039-0895 LANGUAGE: English
RECORD TYPE: Fulltext
WORD COUNT: 89 LINE COUNT: 00011

TEXT:

Search Report from Ginger R. DeMille

Employees and personnel departments can access and update HR data via the Internet or company intranet with Vista, Web-enabled human-resource, payroll, and benefits application suite from Personal Data Systems (PDS), <http://www.pdssoftware.com>. Secured by password or digital signature, employees can inquire/change personnel data including address or W-4 information; enroll in benefits plans or training courses; view leave and vacation balances; respond to corporate...

4/3,K/79 (Item 8 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2004 The Gale Group. All rts. reserv.

09831257 SUPPLIER NUMBER: 17802427 (USE FORMAT 7 OR 9 FOR FULL TEXT)
The City of Charlotte, North Carolina. (1994 International Personnel Management Association Agency Award for Excellence winner) (Interview)
Public Personnel Management, v25, n4, p461(6)
Winter, 1995
DOCUMENT TYPE: Interview ISSN: 0091-0260 LANGUAGE: English
RECORD TYPE: Fulltext
WORD COUNT: 2605 LINE COUNT: 00214

... key businesses. The security of the systems is such that each key business only has access to the data that pertains to their employees /positions. Within each key business, the specific individuals that need access to the system were identified and passwords were assigned. The positions selected for access varied by key businesses and also by system. Typically departmental payroll clerks and administrative officers were assigned passwords for access to the position control and APPS systems. The compensation management software is much more restricted and typically limited to top level departmental management. Specific individuals in Human Resources have access to City-wide data in all three systems.

b) What advice can you give other agencies as they develop their own personnel information systems and work with consultants?

It made sense to us that if key businesses were...

4/3,K/80 (Item 9 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2004 The Gale Group. All rts. reserv.

08933441 SUPPLIER NUMBER: 18586998 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Computerized records: handle with care. (personnel records) (Special Report: Information Technology)
Rolnick, Alan L.
Bobbin, v37, n11, p68(3)
July, 1996
ISSN: 0896-3991 LANGUAGE: English RECORD TYPE: Fulltext
WORD COUNT: 1777 LINE COUNT: 00145

... be required to submit any proposed changes in writing to a designated person in the human resources department. The designated person should make the changes, not the employee.

Additionally, employers that allow employees to have access to computerized personnel information should have a written access policy - and follow that policy to the letter. The policy clearly should state who has access to what types of personnel records under what circumstances.

Search Report from Ginger R. DeMille

If the records are on computer, the **employer** should use **passwords** or otherwise should restrict the **employee**'s access to his or her own file only. **Employees** inadvertently or intentionally accessing personnel records of fellow **employees** may find information that could subject the **employer** to costly litigation. By limiting **employees**' computer access to their own personnel information, **employers** should be able to avoid this problem.

Back-Up

Another familiar terror to the computer-literate is losing all **data** in the event of a computer failure. Employers who keep personnel **records** on computer must develop a back-up system. Probably the most obvious way to do...

4/3, K/81 (Item 10 from file: 148)
DIALOG(R) File 148: Gale Group Trade & Industry DB
(c) 2004 The Gale Group. All rts. reserv.

08753705 SUPPLIER NUMBER: 18372611 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Abra HR for Windows 3.0. (Evaluation)
Meyer, Gary
HRMagazine, v41, n5, p122(4)
May, 1996
DOCUMENT TYPE: Evaluation ISSN: 1047-3149 LANGUAGE: English
RECORD TYPE: Fulltext; Abstract
WORD COUNT: 1621 LINE COUNT: 00133

... even specific employees).

* Reports: A library of push-button reports that cover a spectrum of **HR information** needs ranging from simple **employee** birthday lists to hard copy requirements for EEO laws, OSHA, FMLA and COBRA.

* Rules: Essentially, the avenue for establishing necessary tables for pay grades, job **codes**, benefit calculations and so forth and for defining user-security **access** levels.

* Panels: Windows with designated areas for entering or changing **data** related to a particular topic (for example, an OSHA panel for maintaining accident or injury...).

...the windows and standard reports. One handy chapter is dedicated to a discussion of every **data** -capture panel, explaining the fields pertinent to each. **Information** is presented in a consistent, comprehensive, logical manner for easy comprehension and reference.

Security attributes are extensive, limiting user **access** to levels designated by the system administrator. Every user must have an I.D. and **password** to gain entry to the program. Rules can be established to grant or restrict **access** to program functions, specified **data** items, and the report writer. The security capabilities ensure the integrity and confidentiality of **employees**' personal **data**.

One distinctive feature of **Abra HR** is the Organizer. Essentially, it is an on-screen personalized calendar/appointment book users can...

4/3, K/82 (Item 11 from file: 148)
DIALOG(R) File 148: Gale Group Trade & Industry DB
(c) 2004 The Gale Group. All rts. reserv.

07213111 SUPPLIER NUMBER: 15266738 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Search Report from Ginger R. DeMille

HRIS: the next generation. (human resources information system) (includes related article and glossary of terms)

Greengard, Samuel

Personnel Journal, v73, n3, p40(6)

March, 1994

ISSN: 0031-5745 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT; ABSTRACT

WORD COUNT: 4789 LINE COUNT: 00382

... s three-dimensional. Here, computers mimic the work patterns of humans. Events-driven processing lets HR know what real-world events need to occur when an employee marries, changes positions or is terminated. In the last case, for example, the system can prompt the user to handle that transaction--including collecting keys, company credit card and changing access codes. It also can provide COBRA data, open the position to recruitment or process a succession-planning module. Human resources doesn't have to depend on memory or a long checklist to process the necessary...

4/3,K/83 (Item 12 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB

(c)2004 The Gale Group. All rts. reserv.

04156538 SUPPLIER NUMBER: 07952870 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Tapping internal talent with a PC. (personal computer) (a profile of American International Group, Inc's personal computer-based help-wanted database) (Technology Tie-in)

Gorman, Steve; Schwers, Angela

Personnel, v66, n12, p49(3)

Dec, 1989

ISSN: 0031-5702 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT; ABSTRACT

WORD COUNT: 1822 LINE COUNT: 00145

... kind of information that authorized managers already have. For that matter, it is the same information that any outside placement firm would require.

However, because of the sensitive nature of information such as performance ratings and salary, the system must be secure. At AIG, secret passwords limit access to the system to senior human resources managers and senior executives. This level of accessibility is the same as the one applied to employee records kept on paper files.

Despite these security measures, the system is not a secret one. As part of the update procedure, employees are sent copies of their files. Thus, they know what the system knows and, more important, what it does not know...

4/3,K/84 (Item 13 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB

(c)2004 The Gale Group. All rts. reserv.

04152553 SUPPLIER NUMBER: 08175581 (USE FORMAT 7 OR 9 FOR FULL TEXT)

DVI hopes to speed program development with new authoring system software.

(Authology: MultiMedia)

IDP Report, v10, n2, p8(1)

Dec 1, 1989

ISSN: 0197-0178 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT

WORD COUNT: 495 LINE COUNT: 00041

Search Report from Ginger R. DeMille

... Dec. 1. European DMI contains profiles of more than 1.5 million European companies; each record includes company name, address, county and telephone number, primary and secondary SIC codes, employee size, sales (in local and U.S. currency) and the name of the chief executive officer. The file costs \$105/ hr. to access and \$2.50 per full record retrieved. Upon creation of European DMI, D&B has narrowed coverage of its International Dun...

4/3,K/85 (Item 1 from file: 275)
DIALOG(R)File 275:Gale Group Computer DB(TM)
(c) 2004 The Gale Group. All rts. reserv.

02188172 SUPPLIER NUMBER: 20821414 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Business Maestro 3.0: Keep Your Business Finances in Shape. (Planet Corp's
Business Maestro 3.0 decision support software) (Software
Review) (Evaluation)
Scisco, Peter
Computer Shopper, v18, n7, p354(1)
July, 1998
DOCUMENT TYPE: Evaluation ISSN: 0886-0556 LANGUAGE: English
RECORD TYPE: Fulltext
WORD COUNT: 1044 LINE COUNT: 00087

... trends for essential personnel.
...As if financial analysis weren't enough, Business Maestro also accommodates human resources and strategic planning departments. For human resources, Business Maestro records annual salaries, planned increases, and start and termination dates--all of which can be adjusted and fed into the program's planning scenarios for real-time updates. Master- password and level- password security allows data -entry personnel to fill out product lines without providing access to employee salary information. Large companies can assign account numbers to employees to incorporate them into a chart of accounts (standard practice in very large companies; in fact, Business Maestro allows all data items to be assigned to specific accounts). Free-form notes can be added to any item.

All this data won't do...

4/3,K/86 (Item 2 from file: 275)
DIALOG(R)File 275:Gale Group Computer DB(TM)
(c) 2004 The Gale Group. All rts. reserv.

01819152 SUPPLIER NUMBER: 17360816 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Cyberspace invaders. (Internet firewalls and data security, includes related
article on the Satan (Security Administrator Tool for Analysing Networks)
computer program)
Palone, Joe
INTERNETWORK, v6, n6, p33(3)
June, 1995
LANGUAGE: English RECORD TYPE: Fulltext; Abstract
WORD COUNT: 1942 LINE COUNT: 00159

... from disgruntled employees or innocent wanderers that could cause trouble. For example, do you want employees to have unrestricted access to the human resources department's files? Or, asks Barker, "Do you

Search Report from Ginger R. DeMille

want a sales rep to get into the engineering server and download beta code ?"

Remote Access Security

Security concerns extend beyond the Internet. Dial-up remote access is also a concern...

4/3, K/87 (Item 1 from file: 621)

DIALOG(R)File 621:Gale Group New Prod.Annou.(R)

(c) 2004 The Gale Group. All rts. reserv.

01065048 Supplier Number: 40298909 (USE FORMAT 7 FOR FULLTEXT)

HARRIS DATA ANNOUNCES THREE NEW SOFTWARE RELEASES

News Release, pN/A

Feb 17, 1988

Language: English Record Type: Fulltext

Document Type: Magazine/Journal; Trade

Word Count: 203

... 1 featuring: - Cost allocations based on a %
or actual performance - Additional statement flexibility

Personnel

Personal (Human Resources) release 1.4 featuring:

- User ability to selectively purge employee data - On-line historical name changing tracking - Review user defined codes during maintenance - Enhanced OSHA reporting - Expandable employee departmental reporting - Additional security access

For more information about these applications systems or any other Harris Data product or service contact Mary Schnabl at 1-800-323-0025 or (414) 784-9099.

4/3, K/88 (Item 1 from file: 9)

DIALOG(R)File 9:Business & Industry(R)

(c) 2004 The Gale Group. All rts. reserv.

3619456 Supplier Number: 03619456 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Chapter 1 Major trends affecting the InfoTech industry.

Plunkett's InfoTech Industry Almanac, p 7

January 2001

DOCUMENT TYPE: Book; Ranking; Overview/Profile (United States)

LANGUAGE: English RECORD TYPE: Fulltext

WORD COUNT: 13031

(USE FORMAT 7 OR 9 FOR FULLTEXT)

TEXT:

...network (LAN). Those LANs, in turn, communicate continuously over global WANs so that all customer information, all research and development, all financial and sales information, all human resources data, the entire inventory and yes, all e-mail, can be accessed at anytime, anywhere, by any employee with the right password. The globalization of

Search Report from Ginger R. DeMille

business is now instant, and business owes it all to networks.

The...

4/3,K/89 (Item 2 from file: 9)
DIALOG(R)File 9:Business & Industry(R)
(c) 2004 The Gale Group. All rts. reserv.

3047319 Supplier Number: 03047319 (USE FORMAT 7 OR 9 FOR FULLTEXT)
Beyond The Firewall: Data Sharing Stirs Privacy Fears
(Unauthorized cyber intrusion took place 21,756 times in 2000, vs 9,859
attacks in 1999; mentions Information Technology Information Sharing and
Analysis Center)

EBN, p 1
February 12, 2001
DOCUMENT TYPE: Journal ISSN: 0164-6362 (United States)
LANGUAGE: English RECORD TYPE: Fulltext
WORD COUNT: 1154

(USE FORMAT 7 OR 9 FOR FULLTEXT)

TEXT:
...Group.

The role is supported cross functionally by a product development
compliance manager, an internal human resources manager monitoring
employee access codes, and a data protection officer based in the
United Kingdom who monitors regulatory requirements in the EU.

"We...

...a sea of change in how business processes work," said Pat McGregor,
Intel's chief information security architect for strategic enterprise
architecture in Hillsboro, Ore. "We're really good as information...

4/3,K/90 (Item 3 from file: 9)
DIALOG(R)File 9:Business & Industry(R)
(c) 2004 The Gale Group. All rts. reserv.

2493368 Supplier Number: 02493368 (USE FORMAT 7 OR 9 FOR FULLTEXT)
One-Stop Researcher -- Onesource Tool Aggregates Data From Varied Sources
(OneSource Information Services introduced a new service called US Company
Browser that provides news, profiles and financial information on more
than 250,000 companies)
Information Week, p.97
June 21, 1999
DOCUMENT TYPE: Journal ISSN: 8750-6874 (United States)
LANGUAGE: English RECORD TYPE: Fulltext
WORD COUNT: 283

(USE FORMAT 7 OR 9 FOR FULLTEXT)

TEXT:
...Inc. last week unveiled US Company Browser, a service that delivers
news, profiles, and financial information on more than 250,000 public and
private companies. The product aggregates data from more than a dozen
independent sources to give employees easy access to pertinent

Search Report from Ginger R. DeMille

information .

US Company Browser can sit directly on a company's intranet or can be accessed by going directly to OneSource's Web site and entering a password . Users type in the name of the company or topic that they're researching and the system delivers information , including recent news articles and financial statements..

"If I'm a human - resources person trying to recruit new people, I can hop on US Company Browser and see...

4/3;K/91 (Item 4 from file: 9)
DIALOG(R)File 9:Business & Industry(R)
(c) 2004 The Gale Group. All rts. reserv.

2432646 Supplier Number: 02432646 (USE FORMAT 7 OR 9 FOR FULLTEXT)
Punching In
(Shoe Pavilion, a chain of 70 discount shoe stores, will implement a point-of-sale system from Datavantage that includes electronic time and attendance features for employees)
Footwear News, v 55, n 13, p 20
March 29, 1999
DOCUMENT TYPE: Journal ISSN: 0162-914X (United States)
LANGUAGE: English RECORD TYPE: Fulltext
WORD COUNT: 668

(USE FORMAT 7 OR 9 FOR FULLTEXT)

TEXT:
...verify it all," Schwartz said. "This will save us a lot of man hours in HR ."

The company employs nearly 400 associates, though only store employees will be able to electronically submit hours, because only they have access to the POS system, Schwartz said. The automated system also means less work for store associates, who will type in their employee code when logging on to the POS system and record their hours worked when logging off. Store associates who don't use the system during their shift simply type in their employee code and the number of hours worked. That information is automatically transmitted to the corporate office. Said Schwartz, "That information gets polled every night and then feeds into the payroll system, and we're able..."

4/3;K/92 (Item 1 from file: 20)
DIALOG(R)File 20:Dialog Global Reporter
(c) 2004 The Dialog Corp. All rts. reserv.

19987872 (USE FORMAT 7 OR 9 FOR FULLTEXT)
Business Jumps for Richmond, Va.-Area Firms Developing Intranets, Extranets
McGregor McCance
KRTBN KNIGHT-RIDDER TRIBUNE BUSINESS NEWS (RICHMOND TIMES-DISPATCH - VIRGINIA)
November 24, 2001
JOURNAL CODE: KRTD LANGUAGE: English RECORD TYPE: FULLTEXT
WORD COUNT: 603

Search Report from Ginger R. DeMille

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... and time-savers that reduce travel and paperwork.

An intranet is a network that is **accessible** generally only to those within a company. It often works as the Web, through a browser. A user typically must sign on an intranet with a log-in name and **password**.

Companies commonly use intranets to provide **employees** **human resources** **information** and services.

An extranet is an intranet that also is open to certain people outside a company who have **access** permission.

An extranet, for example, can provide a private area where an architect and a...

4/3,K/93 (Item 2 from file: 20)

DIALOG(R)File 20:Dialog Global Reporter
(c) 2004 The Dialog Corp. All rts. reserv.

19240922 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Management - Beware the enemy within.

Liesbeth Evers, Network News.

COMPUTING, p46

October 11, 2001

JOURNAL CODE: WCOM LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 497

(USE FORMAT 7 OR 9 FOR FULLTEXT).

... the passwords and procedures, with often disastrous results: 26% of insider attacks involve theft of **data**, and 19% involve sabotage,' he says.

Many internal attacks are successful because helpdesk personnel are...

... routine requests for password changes. Add the process of determining which users are allowed to **access** what **data**, and insiders have a window of opportunity to do damage before their **passwords** are deactivated.

A company with 2,500 **employees** will, on average, **access** the network 32,000 times a day. Because of the wealth of applications that need authentication, the same company will have to process 27,000 separate logons or **passwords**.

It usually takes more than two hours to set up a new user or suspend **access** for a departed **employee**. If an **employee** should transfer to a different role with new responsibilities, it takes more than four hours to adjust the authorities on his or her range of user **accounts**.

The problems grow with scale. It involves a co-ordinated effort from human resources, network administrators, helpdesks and security teams to change or delete user **accounts**. This is thanks to the multiple platforms and applications involved, such as Unix, Linux, Microsoft...

... company with 85,000 staff employs an average 25 full-time personnel for re-setting **passwords**. Often, internal damage comes from 'orphan **accounts**' - former **employees** or contractors who were no longer supposed to have a **password**.

Access360 has developed a product called enRole, which aims to tackle this problem to minimise security...

4/3,K/94 (Item 3 from file: 20)

Search Report from Ginger R. DeMille

DIALOG(R)File 20:Dialog Global Reporter
(c) 2004 The Dialog Corp. All rts. reserv.

18990466 (USE FORMAT 7 OR 9 FOR FULLTEXT)

E-BUSINESS - Insider information is greatest security threat.

liesbeth_evers@vnu.co.uk

NETWORK NEWS, p12

September 26, 2001

JOURNAL CODE: WNNS LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 697

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... the system well enough to identify weaknesses and find 'goodies' among vast amounts of corporate data. External crackers, on the other hand, often operate with no prior knowledge of a company...

... are allowed to access what data, and insiders have a window of opportunity before their **passwords** are deactivated to do their damage, and leave. It can be hard to keep control over who has **access** to sensitive data, and what data they should be allowed to see.

A company with 2,500 **employees** will, on average, **access** the network some 32,000 times a day. Because of the wealth of applications that need authentication, the same company will have to process some 27,000 separate logons or **passwords**.

It usually takes more than two hours to set up a new user or suspend **access** for a departed **employee**. If an employee should transfer to a different roll with different responsibilities, it takes more than four hours to adjust the authorities on his range of user **accounts**.

The problems grow with scale. It involves a tremendous, coordinated effort from human resources, network administrators, help desks and security teams to change or delete user **accounts**. This is due to the multiple platforms and applications involved, such as Unix, Linux, Microsoft Exchange, SAP, PeopleSoft and Lotus Notes.

A company with 85,000 **employees** will typically employ 25 full-time staff for nothing but re-setting **employee passwords**. Often, internal damage comes from 'orphan **accounts**', former **employees** or contractors who were no longer supposed to have a **password**.

Access360 has developed a product called enRole, which aims to tackle this specific problem. The company...

4/3/K/95 (Item 4 from file: 20)

DIALOG(R)File 20:Dialog Global Reporter
(c) 2004 The Dialog Corp. All rts. reserv.

15567147 (USE FORMAT 7 OR 9 FOR FULLTEXT)

American Association on Mental Retardation Announces New Global Online Job Service for Disabilities Field

PR NEWSWIRE

March 12, 2001

JOURNAL CODE: WPRW LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 401

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... We hope that Career Connections will help address this important human service issue by coordinating **human resources** through a flexible

Search Report from Ginger R. DeMille

and user-friendly online service."

Interested job seekers and **employers** can access Career Connections by clicking on the icon at the association's web site at <http://www.aamr.org> .

Employers can manage their own job listings via a **password** -protected account to add, edit, and delete jobs. **Employers** who post jobs can receive applications online as well as search the resume database for the **employees** they need."

Job seekers can search for all jobs, or search by region or job...
...an e-mail when a job they describe appears online and they can send job information to friends via an automated e-mail system. Job seekers can also maintain a confidential...

4/3,K/96 (Item 5 from file: 20)

DIALOG(R)File 20:Dialog Global Reporter
(c) 2004 The Dialog Corp. All rts. reserv.

11504842 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Rivals.com Brings Human Resources Administration to the Desktop With CustomHRMS From Best Software

BUSINESS WIRE

June 14, 2000

JOURNAL CODE: WBWE LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 545

(USE FORMAT 7 OR 9 FOR FULLTEXT).

... service application that effectively extends the reach and value of the network outside of the HR and payroll organization. For instance, an **employee** with a life-event change (birth of a child, marriage, etc.) can access his or her **password** -protected account online and update his/her **records** automatically.

"Technology-based companies, like Rivals.com, are choosing to focus their strategic resources on..."

4/3,K/97 (Item 6 from file: 20)

DIALOG(R)File 20:Dialog Global Reporter
(c) 2004 The Dialog Corp. All rts. reserv.

11384930 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Database, Web Site to Help Answer Questions about Richmond, Va., Job Market
McGregor McCance

KRTBN KNIGHT-RIDDER TRIBUNE BUSINESS NEWS (RICHMOND TIMES-DISPATCH - VIRGINIA)

June 06, 2000

JOURNAL CODE: KRTD LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 483

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... is that the site offers customized database searches with a few clicks or checks of **information** boxes. An applicant, for example, could find out how much **mechanical engineers** are getting paid in the region depending on experience. He or she could even gain **access** to a list of **employers** who hire mechanical engineers across the region or only in the job seeker's ZIP code .

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A link to the Workforce Wizard can be found at www.wfl.org.
Dan Berryman, **human resources** manager for White Oak Semiconductor, said he welcomes any tool that helps meet the "incredibly..."

4/3,K/98 (Item 7 from file: 20)
DIALOG(R)File 20:Dialog Global Reporter
(c) 2004 The Dialog Corp. All rts. reserv.

07176173 (USE FORMAT 7 OR 9 FOR FULLTEXT)
Alastair proves he is a high-flier at the airport
KAREN ALLAN
ABERDEEN PRESS & JOURNAL (UK) , Aberdeen Press and Journal (KD) ed, p3
September 11, 1999
JOURNAL CODE: FABP LANGUAGE: English RECORD TYPE: FULLTEXT
WORD COUNT: 326

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... at McMaster University at Hamilton, Ontario, in the summer.
He then joined the airport's **human - resources** team to research and establish an **employee** reference database to increase **accessibility** to information about **codes** of conduct, benefits, training and other information .

Alastair, who was head prefect at Mackie Academy, Stonehaven, holds the Duke of Edinburgh Silver...

4/3,K/99 (Item 8 from file: 20)
DIALOG(R)File 20:Dialog Global Reporter
(c) 2004 The Dialog Corp. All rts. reserv.

01566029 (USE FORMAT 7 OR 9 FOR FULLTEXT)
DIGITAL: Digital announces AltaVista Firewall 98 -- powerful security for defending the network
M2 PRESSWIRE
May 06, 1998
JOURNAL CODE: WMPR LANGUAGE: English RECORD TYPE: FULLTEXT
WORD COUNT: 742

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... **users** and **servers**.
By identifying the individual servers a group or department has permission to **access** , companies gain broad and flexible new options to define.. enterprise-wide security . policies. For example, only **employees** with a human resource job **code** would be given **access** to **HR** servers, but all **employees** could have **access** to product **data** sheets residing on a marketing server.

In a significant enhancement to its evasive-action capability...

4/3,K/100 (Item 1 from file: 610)
DIALOG(R)File 610:Business Wire
(c) 2004 Business Wire. All rts. reserv.

00443788 20010117017B2296 (USE FORMAT 7 FOR FULLTEXT)
Best Software Builds Solid Customer Base for Internet Application Services

Search Report from Ginger R. DeMille

Group-Logs 17 CustomHRMS Hosted HR/Payroll Sales in First Year of Release
Business Wire
Wednesday, January 17, 2001 15:31 EST
JOURNAL CODE: BW LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT
DOCUMENT TYPE: NEWSWIRE
WORD COUNT: 589

...service application that effectively extends the reach and value of the network outside of the HR and payroll organization. For instance, an **employee** with a life-event change (birth of a child, marriage, etc.) can **access** his or her **password** -protected **account** online and update his or her **records** automatically.

About Best Software

Best Software, Inc., a wholly-owned subsidiary of The Sage Group...

4/3,K/101 (Item 2 from file: 610)
DIALOG(R) File 610:Business Wire
(c) 2004 Business Wire. All rts. reserv.

00198152 20000218049B3718 (USE FORMAT 7 FOR FULLTEXT)
Information Week Recognizes CareGroup Healthcare System for Innovative Web Use; Internet Applications Enhance Communications and Information Flow
Business Wire
Friday, February 18, 2000 16:13 EST
JOURNAL CODE: BW LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT
DOCUMENT TYPE: NEWSWIRE
WORD COUNT: 312

Information Week recognized CareGroup for CareWeb, an Intranet portal that provides **employees** access to clinical, financial, **employee** and **human resources** information. Providing information in a central location has enabled clinicians, researchers and **employees** to work more efficiently. Parts of the site are **password** -protected to ensure confidentiality and security.

"During the past year, CareGroup has transformed into an Internet-savvy health care provider," says John Halamka, M.D., CareGroup's chief information officer. "We now have our clinical systems, financial systems, knowledge resources and email systems on..."

4/3,K/102 (Item 1 from file: 636)
DIALOG(R) File 636:Gale Group Newsletter DB(TM)
(c) 2004 The Gale Group. All rts. reserv.

04940248 Supplier Number: 72055945 (USE FORMAT 7 FOR FULLTEXT)
ActiveAbroad.com launches relocation service; Indispensable service for human resource managers and recruitment professionals.
M2 Presswire, pNA

Search Report from Ginger R. DeMille

March 22, 2001

Language: English Record Type: Fulltext
Document Type: Newswire; Trade
Word Count: 602

... to a cost effective service that considerably reduces time, effort and stress by providing extensive information, advice, products and services when organising expatriation.

When a HR department or recruitment professional subscribes to ActiveAbroad services, it pays an annual membership fee which gives its employees or candidates unlimited access to ActiveAbroad's website using a password.

Employees are then able to benefit from the expertise, knowledge and advice of ActiveAbroad's personal...

4/3,K/103 (Item 2 from file: 636)
DIALOG(R)File 636:Gale Group Newsletter DB(TM)
(c) 2004 The Gale Group. All rts. reserv.

03940248 Supplier Number: 50226373 (USE FORMAT 7 FOR FULLTEXT)

PRODUCT DEVELOPMENT: TCW UNVEILS EMPLOYEE INTRANET

Financial Net News, v3, n30, pn/A

July 27, 1998

Language: English Record Type: Fulltext
Document Type: Newsletter; Trade
Word Count: 310

The intranet is accessible to all employees via user name and password. Its major sections include a reference library containing marketing materials - such as fee schedules and investment management strategies - and a human resources area offering benefits data, an employee directory, job postings and a bulletin board. The bulletin board allows employees to post information or inquiries. A small team of officials monitors the postings to make sure they are...

4/3,K/104 (Item 3 from file: 636)
DIALOG(R)File 636:Gale Group Newsletter DB(TM)
(c) 2004 The Gale Group. All rts. reserv.

02620384 Supplier Number: 45303295 (USE FORMAT 7 FOR FULLTEXT)

ON THE HEELS OF THE EX-EMPLOYEE

Computer Fraud & Security Bulletin, pn/A

Feb, 1995

Language: English Record Type: Fulltext
Document Type: Newsletter; Trade
Word Count: 364

... even more efficient, the group strives to have one central repository in which all identification codes are held. As it stands, Carlson that says about 90%

of employee information is in one place. With the help of human resources, Northwest security hopes to soon be completely accurate in locating and removing all access codes.

Just as the team does not want to be late in terminating an ex-employee's access codes, early termination is undesirable as well. Rather than deactivating codes for a list of 50 employees immediately,

Search Report from Ginger R. DeMille

security will wait and request a call from an IS director to make sure exactly when each **employee** has officially been let go. In a mass layoff, security will be notified that such...

4/3,K/105 (Item 4 from file: 636)
DIALOG(R)File 636:Gale Group Newsletter DB(TM)
(c) 2004 The Gale Group. All rts. reserv.

01177637 Supplier Number: 41049648 (USE FORMAT 7 FOR FULLTEXT)
INFOBITS: Dun's Marketing Services (Parsipanny, NJ) has added a new database, European Dun's Market Identifiers (European DMI), to Dialog Dec. 1.
IDP Report, v10, n20, pn/A
Dec 1, 1989
Language: English Record Type: Fulltext
Document Type: Newsletter; Trade
Word Count: 110

(USE FORMAT 7 FOR FULLTEXT)
TEXT:
European DMI contains profiles of more than 1.5 million European companies; each **record** includes company name, address, county and telephone number, primary and secondary SIC **codes**, **employee** size, sales (in local and U.S. currency) and the name of the chief executive officer. The file costs \$105/ hr. to **access** and \$2.50 per full **record** retrieved. Upon creation of European DMI, D&B has narrowed coverage of its International Dun...

4/3,K/106 (Item 1 from file: 810)
DIALOG(R)File 810:Business Wire
(c) 1999 Business Wire . All rts. reserv.

0788270 BW0207

CHOICEPOINT: ChoicePoint's Advanced HR Adds W2 & 1099 Capabilities

December 19, 1997

Byline: Business Editors

...seeking information related to employment status, salary verification and payroll history. The service automatically creates **files** with updated payroll **information** which is then encrypted and transmitted via the Internet or directly to the Advanced HR Solutions system. The **information** can be **accessed** by telephone and corresponding social security number. Access to all financial **data** is controlled by the **employee** utilizing his or her **PIN** number and a special **access code**. ChoicePoint (NYSE:CPS) is among the world's largest single-source providers of **information** and custom systems to mitigate insurance, business and government risk and fraud. Based in Alpharetta...

4/3,K/107 (Item 2 from file: 810)
DIALOG(R)File 810:Business Wire
(c) 1999 Business Wire . All rts. reserv.

Search Report from Ginger R. DeMille

0788101 BW1141

CHOICEPOINT: Verification System Can Now Generate Tax Forms on Demand For Employees

December 19, 1997

Byline: Business Editors

...seeking information related to employment status, salary verification and payroll history.

The service automatically creates files with updated payroll information which is then encrypted and transmitted via the Internet or directly to the Advanced HR Solutions system. The information can be accessed by telephone and corresponding social security number.

Access to all financial data is controlled by the employee utilizing his or her PIN number and a special access code.

ChoicePoint (NYSE:CPS) is among the world's largest single-source providers of information and custom systems to mitigate insurance, business and government risk and fraud. Based in Alpharetta...

4/3,K/108 (Item 1 from file: 13)

DIALOG(R) File 13:BAMP
(c) 2004 The Gale Group. All rts. reserv.

1235370. Supplier Number: 03153813 (USE FORMAT 7 OR 9 FOR FULLTEXT)
Reuters and JP Morgan Use HR Database and Transaction Capabilities to Enhance Their HRIS

(Upgrades will enable companies' HR departments to act more strategically)
Managing HR Information Systems, n 01-12, p 3-4

December 2001

DOCUMENT TYPE: Newsletter ISSN: 1099-999X (United States)

LANGUAGE: English RECORD TYPE: Fulltext

WORD COUNT: 810

(USE FORMAT 7 OR 9 FOR FULLTEXT)

TEXT:

...a direct and instantaneous electronic transaction. This reduces errors and gives employees the impression that HR is technologically enabled, Anderson noted. In addition, it reduces the cost of processing an employee data change by about 90%.

Strategic processing. Once the e- HR system was capable of handling administrative transactions, the implementation team turned its attention to more complicated tasks. The company now has a "single sign-on" that lets employees access their e-mail messages and all other programs without entering separate passwords when they log on to their computers at the start of the workday. A central repository for virtually all employee information is a critical component of the company's globalization plans, Anderson said. It also makes...

4/3,K/109 (Item 2 from file: 13)

DIALOG(R) File 13:BAMP
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Search Report from Ginger R. DeMille

1214803 Supplier Number: 02960517 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Check it out online

(Employers are offering online tools to simplify benefits administration and help employees study their benefits online)

Employee Benefits, p 32

May 2001

DOCUMENT TYPE: Journal ISSN: 1366-8722 (United Kingdom)

LANGUAGE: English RECORD TYPE: Fulltext

WORD COUNT: 1197

(USE FORMAT 7 OR 9 FOR FULLTEXT)

TEXT:

...an external benefits package co-ordinator each time a person left or joined the group. HR manager Melinda Bishop was delighted to dispense with tables and spreadsheets and give employees the chance to find things out for themselves. "We have one system for all employees, with administration from one central point."

Personal security

Through Benefits Informer, employees have access to their own benefit records using a personal, secure password. If they have a

4/3,K/110 (Item 3 from file: 13)

DIALOG(R)File 13:BAMP

(c) 2004 The Gale Group. All rts. reserv.

1213990 Supplier Number: 02965055 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Outsourcing a la Carte: A virtual salad bar of HR outsourcing features more selections, but can they be combined into a meal?

(Findings of a report from Gartner Dataquest)

Article Author(s): Elswick, Jill

Employee Benefit News, p N/A

July 2001

DOCUMENT TYPE: Journal ISSN: 1044-6265 (United States)

LANGUAGE: English RECORD TYPE: Fulltext

WORD COUNT: 1373

(USE FORMAT 7 OR 9 FOR FULLTEXT)

TEXT:

...as GM and Chrysler, says McDonald, are leading the strategic push to leverage technology for HR administrative services. Workscape is currently developing employee self-service portals for both companies that will provide a single point of integration for multiple HR applications.

From such a portal, entering a user name and password only once, an employee will be able to access all of her personal and benefits information. She'll also be able to change her address, re-allocate 401(k) investments, enroll...

4/3,K/111 (Item 4 from file: 13)

DIALOG(R)File 13:BAMP

(c) 2004 The Gale Group. All rts. reserv.

Search Report from Ginger R. DeMille

1205553 Supplier Number: 02856150 (USE FORMAT 7 OR 9 FOR FULLTEXT)
Exclusive IOMA Survey: Employee/Manager Self-Service Cuts Payroll Costs
(Nearly 30% survey respondents cited employee and manager self-service as
their best strategy for improving the cost-effectiveness of their
department's information systems)

Payroll Manager's Report, n 01-5, p 1,14-15

May 2001

DOCUMENT TYPE: Newsletter; Survey ISSN: 1098-2244 (United States)

LANGUAGE: English RECORD TYPE: Fulltext

WORD COUNT: 716

(USE FORMAT 7 OR 9 FOR FULLTEXT)

TEXT:

...introducing self-service with just the basics. "We're implementing an online telephone directory. The data was in many systems, and we decided to store it all in CSS HRizon," said an HRIS manager at a 3,000-employee nonprofit organization. "We extract the data from CS S to Outlook 97 and use public folders to access the directory. We also offer a Web address and guest log-on/ password for those who don't have access to Outlook. The fact that data is updated in CSS every pay period keeps it accurate."

Other respondents, eager to streamline...

4/3,K/112 (Item 5 from file: 13)

DIALOG(R)File 13:BAMP

(c) 2004 The Gale Group. All rts. reserv.

1199109 Supplier Number: 02788289 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Employee and Manager Self-Service Boost Cost-Effectiveness of HRIS

(A study found that employee and manager self-service technology is the most effective technique to improve the cost effectiveness of their HRIS)

Human Resource Department Management Report, n 03-01, p 1,11-13

March 2001

DOCUMENT TYPE: Newsletter; Survey ISSN: 1092-5910 (United States)

LANGUAGE: English RECORD TYPE: Fulltext

WORD COUNT: 1271

(USE FORMAT 7 OR 9 FOR FULLTEXT)

TEXT:

...introducing self-service with just the basics. "We're implementing an online telephone directory. The data was in many systems, and we decided to store it all in CSS HRizon," says an HRIS manager at a 3,000- employee nonprofit organization. "We extract the data from CSS to Outlook 97 and use public folders to access the directory. We also offer a Web address and guest login/ password for those who don't have access to Outlook. The fact that data is updated in CSS every pay period keeps it accurate."

Other HR managers, eager to streamline open enrollment, are pushing as much of that onerous function to...

4/3,K/113 (Item 6 from file: 13)

Search Report from Ginger R. DeMille

DIALOG(R)File 13:BAMP

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1192051 Supplier Number: 02714203 (USE FORMAT 7 OR 9 FOR FULLTEXT)

How Self-Service Apps Can Make Your HRIS More Cost-Effective

(The implementation of employee and manager self-service technology, which enables employees and managers to enroll themselves in benefit plans, check their 401(k) balances and more, can save both large and small companies money)

Managing HR Information Systems, n 01-01, p 1,11-14

January 2001

DOCUMENT TYPE: Newsletter ISSN: 1099-999X (United States)

LANGUAGE: English RECORD TYPE: Fulltext

WORD COUNT: 1632

(USE FORMAT 7 OR 9 FOR FULLTEXT)

TEXT:

...and with something very basic--but useful. "We're implementing an online telephone directory. The data was in many systems, and we decided to store it all in CSS HRizon," says an HRIS manager at a 3,000- employee nonprofit organization. "We extract the data from CSS to Outlook 97 and use public folders to access the directory. We also offer a Web address and guest login/ password for those who don't have access to Outlook. The fact that data is updated in CSS every pay period keeps it accurate."

Other companies are using self... . . .

4/3,K/114 (Item 7 from file: 13)

DIALOG(R)File 13:BAMP

(c) 2004 The Gale Group. All rts. reserv.

1177152 Supplier Number: 02574756 (USE FORMAT 7 OR 9 FOR FULLTEXT)

To Comply with HIPAA

(Many CIOs and chief security officers of provider and payer organizations have already begun to comply with proposed and soon-to-be final HIPAA security rules)

Article Author(s): Gillespie, Greg

Health Data Management, v 8, n 8, p 41

August 2000

DOCUMENT TYPE: Journal ISSN: 1069-5699 (United States)

LANGUAGE: English RECORD TYPE: Fulltext

WORD COUNT: 2762

(USE FORMAT 7 OR 9 FOR FULLTEXT)

TEXT:

...Ore.-based integrated delivery system.

"It's a real challenge to create and maintain an information system that provides the appropriate level of access," Aikins says. "You have to have different..."

...based on job description. When the employee logs onto the hospital information system using a password and user ID, the access control system displays a menu of information systems that each employee can access .

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Another important security component of the **access** control system is denying **access** to **passwords** and IDs that are no longer in use—for example, the **password** and ID of an employee who was fired from Providence.

To ensure these **passwords** and IDs cannot be used, Providence regularly downloads data into the **access** control system from a human resources information system that stores the names of former employees. That information is compared to the data in the **access** control system. The **access** system then generates a report that lists which **passwords** and IDs must be deleted.

"It took us five years to develop our **access** levels and the information system behind them," Aikins says. "It's going to be very difficult for organizations to implement this kind of **access** system in a short time to comply with HIPAA." The use of **passwords** and IDs, though, sometimes can be a threat to health care organizations. A major vulnerability...

...organizations is their current use of **passwords** and IDs, says Russell Jones, practice director for **information** security at Science Applications International Corp., San Diego.

The HIPAA final security rule likely will...

4/3/K/115 (Item 8 from file: 13)
DIALOG(R) File 13:BAMP
(c) 2004 The Gale Group. All rts. reserv.

1177151 Supplier Number: 02574755 (USE FORMAT 7 OR 9 FOR FULLTEXT)
Payday No Cause for Alarm
(Duke University Health System implemented an automated time and attendance system and was able to begin paying employees with greater accuracy than when using a paper-based system)
Article Author(s): Kelly, Beckie
Health Data Management, v 8, n 8, p 32
August 2000
DOCUMENT TYPE: Journal ISSN: 1069-5699 (United States)
LANGUAGE: English RECORD TYPE: Fulltext
WORD COUNT: 2127

(USE FORMAT 7 OR 9 FOR FULLTEXT)

TEXT:
...pay. Instead, now they are required to enter any changes in pay policies in the **human resources** software. Then, because of the interface, those changes are automatically reflected when managers review payroll data garnered by the swipe card system.

Reaping the benefits
Although it took six months before all **employees** were using the new time and attendance system, some improvements were noticed almost immediately, Alston says.

Time information for offsite and onsite **employees** is now linked together in the Payrollmation software. Other offsite **employees** lacking **access** to the Internet can log in their hours by calling a toll-free

Search Report from Ginger R. DeMille

number and entering their ID and PIN code. The phone system records their hours and sends the information to the Payrollmation software. The information is sent from the toll-free number and the Web site through an interface to...

4/3,K/116 (Item 9 from file: 13)
DIALOG(R) File 13:BAMP
(c) 2004 The Gale Group. All rts. reserv.

1149220 Supplier Number: 02295527 (USE FORMAT 7 OR 9 FOR FULLTEXT)
Canada: Negotiating and Drafting Licensing Agreements: Part 1 of 2 parts
(Commercial enterprises must address legal and commercial assurance aspects of knowledge-based assets)
Article Author(s): Card, Duncan Cornell, BA (Hon), LLB, LLM
Mondaq Business Briefing - Davies, Ward & Beck, Canada, p N/A
November 17, 1999
DOCUMENT TYPE: Report
LANGUAGE: English RECORD TYPE: Fulltext; Abstract
WORD COUNT: 3169

(USE FORMAT 7 OR 9 FOR FULLTEXT)

TEXT:
...industry?

How has the integrity/security of the IP been protected?

physical security systems (alarms, code locked doors, surveillance cameras, security guards, security passes/id cards, etc.)
access codes, passwords, access restrictions

restricted personnel clearance levels

encryption/ coded data

back-up systems; regular security audits; data /IP verification/checks

Human Resources Support Systems: counselling (drug, marriage, money); medical coverage (drug rehabilitation, nervous breakdown); policies/procedures for employee / employer disputes, terminations and "exit" policies

Any changes to the business contemplated as a result of...

4/3,K/117 (Item 10 from file: 13)
DIALOG(R) File 13:BAMP
(c) 2004 The Gale Group. All rts. reserv.

1144186 Supplier Number: 02243069 (USE FORMAT 7 OR 9 FOR FULLTEXT)
Canada: Intellectual Property In The Digital Universe: Part 1 of 2 parts
(Due diligence investigations should be undertaken before formerly entering into licensing deals, especially for electronic commerce)
Mondaq Business Briefing - Davies, Ward & Beck, Canada, p N/A
November 24, 1999
DOCUMENT TYPE: Report
LANGUAGE: English RECORD TYPE: Fulltext; Abstract

Search Report from Ginger R. DeMille

WORD COUNT: 2149

(USE FORMAT 7 OR 9 FOR FULLTEXT)

TEXT:

...industry?

How has the integrity/security of the IP been protected?

-physical security systems (alarms, ~~code~~ locked doors, surveillance cameras, security guards, security passes/id cards, etc.)

- access codes, passwords, access restrictions
-restricted personnel clearance levels

-encryption/ ~~coded~~ data

-back up systems; regular security audits; data /IP verification/checks

- **Human Resources** Support Systems: counselling (drug, marriage, money); medical coverage (drug rehabilitation, nervous breakdown); policies/procedures for **employee / employer** disputes, terminations, and "exit" policies

Any changes to the business contemplated as a result of...

4/3,K/118 (Item 11 from file: 13)
DIALOG(R) File 13:BAMP
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1108738 Supplier Number: 01782103

Safety matters

(A good way to ensure security on a company Intranet is to encode important Web pages, and use ~~use~~ employee passwords)

Incentive, v 173, n 1, p 102

January 1999

DOCUMENT TYPE: Journal ISSN: 0019-3364 (United States)

LANGUAGE: English RECORD TYPE: Abstract

ABSTRACT:

"Workforce" magazine cites the following ways **human resources** can safeguard information about certain **employees**. First is to use a **PIN** or **password** based system to deter unauthorized **access** to **files**. Second is to utilize digital signatures to verify a person's identity. Third is to...

4/3,K/119 (Item 12 from file: 13)
DIALOG(R) File 13:BAMP
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1104747 Supplier Number: 01764848 (USE FORMAT 7 OR 9 FOR FULLTEXT)

The online road less traveled

(Nortel places much importance on the well-being of its employees and has recently implemented an online interactive health information system for employees)

Article Author(s): Bruinsma, Anda

Search Report from Ginger R. DeMille

Employee Benefit News, v 12, n 14, p 39

December 1998

DOCUMENT TYPE: Journal ISSN: 1044-6265 (United States)

LANGUAGE: English RECORD TYPE: Fulltext; Abstract

WORD COUNT: 861

(USE FORMAT 7 OR 9 FOR FULLTEXT)

TEXT:

...as a password to enter the Global Medic Server. Global IDs are validated against an **HR** data feed that ensures eligibility of the user. A **PIN** is generated by Global Medic. **Passwords** may be changed as soon as **employees** receive their **PINs**. This guarantees that Global Medic, as a third party, has the only **access** to both the Global ID and **PINs**. Nortel receives only aggregate utilization **data** from Global Medic.
Communication challenges

The challenge of successfully introducing the health informatics program, like...

4/3,K/120 (Item 13 from file: 13)

DIALOG(R)File 13:BAMP

(c) 2004 The Gale Group. All rts. reserv.

1093454 Supplier Number: 01633005 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Canada: Negotiating Licensing Agreements : Part 1 of 2

(The article discusses Canada's rules for technology licensing in detail)

Mondaq Business Briefing - Davies, Ward & Beck, Canada, p N/A

August 20, 1998

DOCUMENT TYPE: Report

LANGUAGE: English RECORD TYPE: Fulltext; Abstract

WORD COUNT: 2265

(USE FORMAT 7 OR 9 FOR FULLTEXT)

TEXT:

...industry?

How has the integrity/security of the IP been protected?

physical security systems (alarms, **code** locked doors, surveillance cameras, security guards, security passes/id cards, etc.)

access codes, **passwords**, **access restrictions**
restricted personnel clearance levels

encryption/ **coded data**

back up systems; regular security audits; **data** /IP verification/checks

Human Resources Support Systems: counselling (drug, marriage, money); medical coverage (drug rehabilitation, nervous breakdown); policies/procedures for **employee** / **employer** disputes, terminations, and "exit" policies

Any changes to the business contemplated as a result of...

Search Report from Ginger R. DeMille

4/3,K/121 (Item 14 from file: 13)
DIALOG(R)File 13:BAMP
(c) 2004 The Gale Group. All rts. reserv.

1079255 Supplier Number: 01430803 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Managed Care IT Strategies: 1st of 2 parts

(Faceted with complex maze of information technology options, HMOs, other plans setting priorities tied to business objectives)

Article Author(s): McCormack, John

Health Data Management, v 6, n 4, p 52-54,56+

April 1998

DOCUMENT TYPE: Journal ISSN: 1069-5699 (United States)

LANGUAGE: English RECORD TYPE: Fulltext; Abstract

WORD COUNT: 2682

(USE FORMAT 7 OR 9 FOR FULLTEXT)

TEXT:

...s EZenroll Internet application enables members to enroll in Aetna health plans electronically. After an employer signs up for EZenroll, the company assigns and distributes passwords and IDs to its employees. Then these employees can use a personal computer with Internet access and a Web browser to access EZenroll.

EZenroll enables the employee to review a range of health plan products offered by the company. The employee then selects a health plan and completes an application on line. After the application is complete, it is forwarded to the employer's human resources department for review. After checking the information, the company then sends it electronically to Aetna.

"EZenroll allows members--either at home or...

4/3,K/122 (Item 1 from file: 22)
DIALOG(R)File 22:Employee Benefits
(c) 2004 Int.Fdn.of Empl.Ben.Plans. All rts. reserv.

00096142

How Secure Is Your HRIS?

Canadian HR Reporter, v6 no8 p 15 Apr 30, 1993

ISSN/ISBN: 0838-228X

ABSTRACT: The security of human resource information systems should be a top priority for employers. To ensure that HR records remain confidential, a systems administrator should be appointed to maintain the system, insure security, train employees, and act as a liaison with the information services department and HRIS vendors. All users should be required to use an identification code to gain access to the system, and data should be printed away from high-traffic areas. Transactions involving payroll should always have an...

4/3,K/123 (Item 1 from file: 233)
DIALOG(R)File 233:Internet & Personal Comp. Abs.
(c) 2003 EBSCO Pub. All rts. reserv.

Search Report from Ginger R. DeMille

00610948 00WK09-312

Keystone Mercy strives for a healthy security plan -- Company follows strict national laws and regulations to keep all information confidential

Ward, David

Information Week , September 25, 2000 , n805 p192-194, 2 Page(s)

ISSN: 8750-6874

Company Name: Keystone Mercy Health Plan

... Reports that Keystone emphasizes compliance with national laws and government regulations on keeping all pertinent information confidential. Enumerates the components of the security infrastructure: intrusion detection, vulnerability assessment and root-cause analysis, two-part remote- access authentication system for software vendors that need access to the network for upgrades and repairs, employee training, collaboration with ~~human~~ resources department, electronic security profiles for all ~~employees~~, regular updates from security vendors and experts, alpha-numeric password policy, and senior management's support and commitment to a secure business environment. Includes a...

4/3,K/124 (Item 1 from file: 256)

DIALOG(R)File 256:TecInfoSource

(c) 2004 Info.Sources Inc. All rts. reserv.

00134678 DOCUMENT TYPE: Review

PRODUCT NAMES: enRole (010316)

TITLE: Access Baggage: A 'master key' for your IT system gets new hires...

AUTHOR: Sibillin, Anthony Cook, Dave

SOURCE: CFO, v17 n12 p14(1) Sep 2001

ISSN: 8756-7113

Homepage: <http://www.cfonet.com>

RECORD TYPE: Review

REVIEW TYPE: Product Analysis

GRADE: Product Analysis, No Rating

REVISION DATE: 20030728

...the lost productivity caused when thousands of new employees must wait five days to gain access to needed tools, BP uses enRole to reduce access time to 10 minutes. Tools from such vendors as Access360 and BMC Software allow one ~~human~~ resources administrator to enter a new employee's data into the software through a Web browser. This input launches a sequence of connectors, or blocks of programming code, that tell an operating system or application to establish a new user name and password at a suitable access level. Security is another advantage of user asset management software, says Jim Fullarton of BMC...

4/3,K/125 (Item 1 from file: 349)

DIALOG(R)File 349:PCT FULLTEXT

(c) 2004 WIPO/Univention All rts. reserv.

00800756 **Image available**

EMPLOYEE PORTAL AND METHOD OF USE THEREFOR

PORTAIL POUR EMPLOYES ET SON PROCEDE D'UTILISATION

Search Report from Ginger R. DeMille

Patent Applicant/Assignee:

ABILIZER SOLUTIONS INC, 744 Alabama Street, Level 2, San Francisco, CA 94110, US, US (Residence), US (Nationality), (For all designated states except: US)

Patent Applicant/Inventor:

SASTRY Krishnan, Apt. 8, 50 Parkridge Drive, San Francisco, CA 94131, US, US (Residence), IN (Nationality), (Designated only for: US)

MEHROTRA Rishabh, 1210 23rd Street, San Francisco, CA 94114, US, US (Residence), IN (Nationality), (Designated only for: US)

NATH Sanjiva, 7 Sager Court, Orinda, CA 94563, US, US (Residence), US (Nationality), (Designated only for: US)

GRAY Andrew, 2168 Fell Street, San Francisco, CA 94117, US, US (Residence), AU (Nationality), (Designated only for: US)

RUTSKY Ken, 807 Menlo Oaks Drive, Menlo Park, CA 94025, US, US (Residence), US (Nationality), (Designated only for: US)

ALLEN Julian, 348 Cascade Drive, Fairfax, CA 94930, US, US (Residence), GB (Nationality), (Designated only for: US)

Legal Representative:

GLENN Michael (et al) (agent), Glenn Patent Group, Suite L., 3475 Edison Way, Menlo Park, CA 94025, US,

Patent and Priority Information (Country, Number, Date):

Patent: WO 200133392 A2-A3 20010510 (WO 0133392)

Application: WO 2000US29086 20001020 (PCT/WO US0029086)

Priority Application: US 99163647 19991104

Designated States:

(Protection type is "patent" unless otherwise stated - for applications prior to 2004)

AE AL AM AT AU AZ BA BB BG BR BY CA CH CN CR CU CZ DE DK DM EE ES FI GB

GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MA

MD MG MK MN MW MX NO NZ PL PT RO RU SD SE SG SI SK SL TJ TM TR TT TZ UA

UG US UZ VN YU ZA

(EP) AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE

(OA) BF BJ CF CG CI CM GA GN GW ML MR NE SN TD TG

(AP) GH GM KE LS MW MZ SD SL SZ TZ UG ZW

(EA) AM AZ BY KG KZ MD RU TJ TM

Publication Language: English

Filing Language: English

Fulltext Word Count: 12755

Fulltext Availability:

Detailed Description

Detailed Description

... Admin area, categories may be edited and deleted and entirely new ones created. Additionally, the HR administrator may also turn off the suggestion box so that it is completely unavailable.

My Account Area

As Figure 21 shows, the My Account area is accessed from the 'My Account' tab 21 1. A menu of options 212 includes.

Contact Info

Transactions

Product Interests

Service Interests

Event Reminders, and

Change Password .

Search Report from Ginger R. DeMille

'My Account' gives the individual **employee** user the capability to personalize and manage their Employee Portal account. The 'Contact Info' option allows the employee to enter and save their contact **information**, both for home and work. After the employee supplies the contact **information**, it is automatically supplied to fill out forms for purchases in the Discounts area. Employee...

4/3,K/126 (Item 2 from file: 349)

DIALOG(R)File 349:PCT FULLTEXT

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00775310

A SYSTEM, METHOD AND ARTICLE OF MANUFACTURE FOR DETERMINING CAPABILITY LEVELS OF A RELEASE MANAGEMENT PROCESS AREA FOR PROCESS ASSESSMENT PURPOSES IN AN OPERATIONAL MATURITY INVESTIGATION

SYSTEME, PROCEDE ET ARTICLE MANUFACTURE POUR DETERMINER LES NIVEAUX DE CAPACITE D'UNE ZONE DU PROCESSUS DE GESTION DE DIFFUSION A DES FINS D'EVALUATION DE PROCESSUS DANS UNE ETUDE DE MATURITE OPERATIONNELLE

Patent Applicant/Assignee:

ACCENTURE LLP, 1661 Page Mill Road, Palo Alto, CA 94304, US, US
(Residence), US (Nationality), (For all designated states except: US)

Patent Applicant/Inventor:

GREENBERG Nancy S, 5529 Newton Avenue South, Minneapolis, MN 55410, US,
US (Residence), US (Nationality), (Designated only for: US)
WINN Colleen R, 11472 Fairfield Road #103, Minnetonka, MN 55305, US, US
(Residence), US (Nationality), (Designated only for: US)

Legal Representative:

HICKMAN Paul L (agent), Oppenheimer Wolff & Donnelly LLP, 1400 Page Mill
Road, Palo Alto, CA 94304, US,

Patent and Priority Information (Country, Number, Date):

Patent: WO 200108074 A2 20010201 (WO 0108074)

Application: WO 2000US20278 20000726 (PCT/WO US0020278)

Priority Application: US 99361335 19990726

Designated States:

(Protection type is "patent" unless otherwise stated - for applications prior to 2004)

AE AG AL AM AT AU AZ BA BB BG BR BY BZ CA CH CN CR CU CZ DE DK DM DZ EE
ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK LR LS LT
LU LV MA MD MG MK MN MW MX MZ NO NZ PL PT RO RU SD SE SG SI SK SL TJ TM
TR TT TZ UA UG US UZ VN YU ZA ZW

(EP) AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE

(OA) BF BJ CF CG CI CM GA GN GW ML MR NE SN TD TG

(AP) GH GM KE LS MW MZ SD SL SZ TZ UG ZW

(EA) AM AZ BY KG KZ MD RU TJ TM

Publication Language: English

Filing Language: English

Fulltext Word Count: 85690

Fulltext Availability:

Detailed Description

Detailed Description

... use, the importance of selecting "unguessable" passwords, and physical security.

BP Number 2 5

BPName Receive **information** from Human Resources regarding employee

Search Report from Ginger R. DeMille

comings and goings B'P, Desc on Be in constant contact with HR to gather information on new employees coming into you distributed environment and for the employees leaving the environment. This will allow for creation of accounts and deletion of accounts in a timely manner.

Example Human Resources provides the system administrator(s) with information on new employees so that accounts and appropriate access can be set up. Notification of employee leaving is communicated so access can be disabled by the end of the day of departure.

er 2 6

BP Name Maintain accounts and Ids
BP Description Maintaining accounts entails.

Maintain passwords
Maintain customer profiles
Maintain groups of customers
Maintain supervisor profile
Maintain resource profiles
Disable customer...are
in place (eg. firewall, authentication mechanisms,
tems, security awareness programs etc.)

2 5 Receive information from A direct channel between HR and the systems

Human Resources regarding employee administrator exists, and employee arrivaldeparture comings and goings I information is received in a timely manner...

125

6 Maintain accounts and Ids Authorized system customers receive individual customerp and confidential passwords .

2 7 Log security events Data such as access times, customer Ids, actions performed arelogged formonitoringpurposes.

2 8 Check for viruses and clean up...

4/3,K/127 (Item 3 from file: 349)

DIALOG(R) File 349:PCT FULLTEXT
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00775308 **Image available**

A SYSTEM, METHOD AND COMPUTER PROGRAM FOR DETERMINING OPERATIONALMURITY
OF AN ORGANIZATION
SYSTEME, PROCEDE ET ARTICLE FABRIQUE PERMETTANT DE MESURER LA MATURITE
OPERATIONNELLE D'UNE ORGANISATION D'OPERATIONS

Patent Applicant/Assignee:

ACCENTURE LLP, 1661 Page Mill Road, Palo Alto, CA 94304, US, US
(Residence), US (Nationality), (For all designated states except: US)

Patent Applicant/Inventor:

GREENBERG Nancy S, 559 Newton Avenue South, Minneapolis, MN 55410, US,
US (Residence), US (Nationality), (Designated only for: US)
WINN Colleen R, 11472 Fairfield Road #103, Minnetonka, MN 55305, US, US
(Residence), US (Nationality), (Designated only for: US)

Legal Representative:

Search Report from Ginger R. DeMille

HICKMAN Paul L (agent), Oppenheimer Wolff & Donnelly LLP, 2029 Century Park East, Suite 3800, Los Angeles, CA 90067-3024, US,
Patent and Priority Information (Country, Number, Date):

Patent: WO 200108038 A2-A3 20010201 (WO 0108038)
Application: WO 2000US20399 20000726 (PCT/WO US0020399)
Priority Application: US 99361781 19990726

Designated States:

(Protection type is "patent" unless otherwise stated - for applications prior to 2004)

AE AG AL AM AT AU AZ BA BB BG BR BY BZ CA CH CN CR CU CZ DE DK DM DZ EE
ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK LR LS LT
LU LV MA MD MG MK MN MW MX MZ NO NZ PL PT RO RU SD SE SG SI SK SL TJ TM
TR TT TZ UA UG US UZ VN YU ZA ZW

(EP) AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE

(OA) BF BJ CF CG CI CM GA GN GW ML MR NE SN TD TG

(AP) GH GM KE LS MW MZ SD SL SZ TZ UG ZW

(EA) AM AZ BY KG KZ MD RU TJ TM

Publication Language: English

Filing Language: English

Fulltext Word Count: 77349

Fulltext Availability:

Detailed Description

Detailed Description

... the importance of selecting "unguessable" "passwords, and physical security.

BP Number 2 5

,BP Name Receive information from Human Resources regarding employee contingents and goings BP Description Be in constant contact with HR to gather information on new employees coming into you distributed environment and for the employees leaving the environment. This will allow for creation of accounts and deletion of accounts in a timely manner.

Example Human Resources provides the system administrator(s) with information on new employees so that accounts and appropriate access can be set up. Notification of employee leaving is communicated so access can be disabled by the end of the day of departure.

-13P-Number 2 6

BP Name Maintain accounts and Ids

BP-Description Maintaining accounts entails.

Maintain passwords

Maintain customer profiles

Maintain groups of customers

Maintain supervisor profile

Maintain resource profiles

Disable customer...

4/3,K/128 (Item 4 from file: 349)

DIALOG(R)File 349:PCT FULLTEXT

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00775307 **Image available**

Search Report from Ginger R. DeMille

A SYSTEM, METHOD AND COMPUTER PROGRAM FOR DETERMINING CAPABILITY LEVELS OF PROCESSES TO EVALUATE OPERATIONAL MATURITY OF AN ORGANIZATION
Système, Procédé et Article de fabrication destinés à déterminer des niveaux de Capacité d'opérations pour des besoins d'évaluation d'opération dans une recherche de maturité opérationnelle

Patent Applicant/Assignee:

ACCENTURE LLP, 1661 Page Mill Road, Palo Alto, CA 94304, US, US
(Residence), US (Nationality), (For all designated states except: US)

Patent Applicant/Inventor:

GREENBERG Nancy S, 5529 Newton Avenue South, Minneapolis, MN 55410, US,
US (Residence), US (Nationality), (Designated only for: US)
WINN Colleen R, 11472 Fairfield Road #103, Minnetonka, MN 55305, US, US
(Residence), US (Nationality), (Designated only for: US)

Legal Representative:

HICKMAN Paul L (agent), Oppenheimer Wolff & Donnelly, LLP, 38th Floor,
2029 Century Park East, Los Angeles, CA 90067-3024, US,

Patent and Priority Information (Country, Number, Date):

Patent: WO 200108037 A2-A3 20010201 (WO 0108037)
Application: WO 2000US20353 20000726 (PCT/WO US0020353)
Priority Application: US 99361338 19990726

Designated States:

(Protection type is "patent" unless otherwise stated - for applications prior to 2004)

AL AM AT AU AZ BA BB BG BR BY CA CH CN CU CZ DE DK EE ES FI GB GE GH GM
HR HU ID IL IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MD MG MK MN MW MX
NO NZ PL PT RO RU SD SE SG SI SK SL TJ TM TR TT UA UG US UZ VN YU ZW
(EP) AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE
(OA) BF BJ CF CG CI CM GA GN GW ML MR NE SN TD TG
(AP) GH GM KE LS MW MZ SD SL SZ TZ UG ZW
(EA) AM AZ BY KG KZ MD RU TJ TM

Publication Language: English

Filing Language: English

Fulltext Word Count: 86229

Fulltext Availability:

Detailed Description

Detailed Description

... the importance of selecting "unguessable" passwords, and physical security.

BP Number 2 5

BP Name Receive information from Human Resources regarding employee comings and goings BP Description Be in constant contact with HR to gather information on new employees coming into you distributed environment and for the employees leaving the environment. This will allow for creation of accounts and deletion of accounts in a timely manner.

Example Human Resources provides the system administrator(s) with information on new employees so that accounts and appropriate access can be set up. Notification of employee leaving is communicated so access can be disabled by the end of the day of departure.

BP Number 2 6

BP Name Maintain accounts and Ids

BP Description Maintaining accounts entails.

Search Report from Ginger R. DeMille

Maintain **passwords**

Maintain customer profiles

Maintain groups of customers

Maintain supervisor profile

Maintain resource profiles

Disable customer...in place (eg. firewall, authentication mechanisms, encryption systems, security awareness programs etc.)

2 5 Receive **information** from A direct channel between MR and the systems

Human Resources regarding employee administrator exists, and employee arrival/departure

125

comings and goings **information** is received in a timely manner.

2 6 Maintain **accounts** and IDs Authorized system customers receive individual customer profiles and confidential **passwords**.

2 7 Log security events Data such as **access** times, customer IDs, actions performed etc. are logged, for monitoring purposes.

2 8 Check for...

4/3,K/129 (Item 5 from file: 349)

DIALOG(R)File 349:PCT FULLTEXT

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00775305 **Image available**

A SYSTEM, METHOD AND COMPUTER PROGRAM FOR DETERMINING CAPABILITY LEVEL OF PROCESSES TO EVALUATE OPERATIONAL MATURITY IN AN ADMINISTRATION PROCESS AREA

SYSTEME, PROCEDE ET ARTICLE MANUFACTURE DE VERIFICATION D'UN PROCESSUS A MATURETE OPERATIONNELLE PAR DETERMINATION DU NIVEAU D'APTITUDE DANS UN DOMAINE DE PROCESSUS TRAITEMENT D'ADMINISTRATION UTILISATEUR

Patent Applicant/Assignee:

ACCENTURE LLP, 1661 Page Mill Road, Palo Alto, CA 94304, US, US (Residence), US (Nationality), (For all designated states except: US)

Patent Applicant/Inventor:

GREENBERG Nancy S, 5529 Newton Avenue South, Minneapolis, MN 55410, US, US (Residence), US (Nationality), (Designated only for: US)

WINN Colleen R, 11472 Fairfield Road #103, Minnetonka, MN 55305, US, US (Residence), US (Nationality), (Designated only for: US)

Legal Representative:

HICKMAN Paul L (agent), Oppenheimer Wolff & Donnelly, LLP, 1400 Page Mill Road, Palo Alto, CA 94304, US,

Patent and Priority Information (Country, Number, Date):

Patent: WO 200108035 A2-A3 20010201 (WO 0108035)

Application: WO 2000US20238 20000726 (PCT/WO US0020238)

Priority Application: US 99360928 19990726

Designated States:

(Protection type is "patent" unless otherwise stated - for applications prior to 2004)

AE AG AL AM AT AU AZ BA BB BG BR BY BZ CA CH CN CR CU CZ DE DK DM DZ EE ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MA MD MG MK MW MX MZ NO NZ PL PT RO RU SD SE SG SI SK SL TJ TM TR TT TZ UA UG US UZ VN YU ZA ZW

(EP) AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE

Search Report from Ginger R. DeMille

(OA) BF BJ CF CG CI CM GA GN GW ML MR NE SN TD TG
(AP) GH GM KE LS MW MZ SD SL SZ TZ UG ZW
(EA) AM AZ BY KG KZ MD RU TJ TM

Publication Language: English

Filing Language: English

Fulltext Word Count: 86405

Fulltext Availability:

Detailed Description

Detailed Description

... use, the importance of selecting "unguessable" "passwords, and physical security.

BP Number 2 5

Name Receive information from Human Resources regarding employee comings and goings -BP Description Be in constant contact with HR to gather information on new employees coming into you distributed environment and for the employees leaving the environment. This will allow for creation of accounts and deletion of accounts in a timely manner.

Example Human Resources provides the system administrator(s) with information on new employees so that accounts and appropriate access can be set up. Notification of employee leaving is communicated so access can be disabled by the end of the day of departure.

BP Number 2 6

BP Name Maintain accounts and IDs

BP Description Maintaining accounts entails.

Maintain passwords

Maintain customer profiles

Maintain groups of customers

Maintain supervisor profile

Maintain resource profiles

Disable customer... (e.g. firewall, authentication mechanisms, encryption systems, security awareness programs etc.)

,V

2 5 Receive information from A direct channel between HR and the systems

Human Resources regarding employee administrator exists, and employee arrivaldeparture comings and goings information is received in a timely manner.

2 6 Maintain accounts and IDs Authorized system customers receive individual customer profiles and confidential passwords .

2 7 Log security events Data such as access times, customer IDs, actions performed etc. are loggedfor monitoring purposes.

2 8 Check for viruses...

4/3,K/130 (Item 6 from file: 349)
DIALOG(R) File 349:PCFT FULLTEXT
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Search Report from Ginger R. DeMille

00775300

A SYSTEM, METHOD AND ARTICLE OF MANUFACTURE FOR DETERMINING CAPABILITY LEVELS OF A MONITORING PROCESS AREA FOR PROCESS ASSESSMENT PURPOSES IN AN OPERATIONAL MATURITY INVESTIGATION

SYSTEME, PROCEDE ET ARTICLE MANUFACTURE POUR DETERMINER LES NIVEAUX DE CAPACITE D'UNE ZONE DE PROCESSUS DE SURVEILLANCE A DES FINS D'EVALUATION DE PROCESSUS DANS UNE ETUDE DE MATURITE OPERATIONNELLE

Patent Applicant/Assignee:

ACCENTURE LLP, 1661 Page Mill Road, Palo Alto, CA 94304, US, US
(Residence), US (Nationality), (For all designated states except: US)

Patent Applicant/Inventor:

GREENBERG Nancy S, 5529 Newton Avenue South, Minneapolis, MN 55410, US,
US (Residence), US (Nationality), (Designated only for: US)
WINN Colleen R, 11472 Fairfield Road #103, Minnetonka, MN 55305, US, US
(Residence), US (Nationality), (Designated only for: US)

Legal Representative:

HICKMAN Paul L (email) (agent), Oppenheimer Wolff & Donnelly LLP, 38th
Floor, 2029 century Park East, Los Angeles, CA 90067-3024, US,

Patent and Priority Information (Country, Number, Date):

Patent: WO 200108004 A2 20010201 (WO 0108004)

Application: WO 2000US20280 20000726 (PCT/WO US0020280)

Priority Application: US 99361622 19990726

Designated States:

(Protection type is "patent" unless otherwise stated - for applications prior to 2004)

AL AM AT AU AZ BA BB BG BR BY CA CH CN CU CZ DE DK EE ES FI GB GE GH GM
HR HU ID IL IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MD MG MK MN MW MX
NO NZ PL PT RO RU SD SE SG ST SK SL TJ TM TR TT UA UG US UZ VN YU ZW
(EP) AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE
(OA) BF BJ CF CG CI CM GA GN GW ML MR NE SN TD TG
(AP) GH GM KE LS MW MZ SD SL SZ TZ UG ZW
(EA) AM AZ BY KG KZ MD RU TJ TM

Publication Language: English

Filing Language: English

Fulltext Word Count: 77527

Fulltext Availability:

Detailed Description

Detailed Description

... place (eg. firewall, authentication mechanisms, encryption systems, security awareness programs etc.)
2 5 Receive information from a direct channel between HR and the systems
Human Resources regarding employee administrator exists. and employee arrival/departure counts and timely information is received in a timely manner.

2 6 Maintain accounts and IDs. Authorized system customers receive individual

customer profiles and confidential passwords. I

2 7 Log security events. Data such as access times, customer IDs, actions

performed etc are logged for monitoring purposes.

2 8 Check for...

Search Report from Ginger R. DeMille

4/3, K/131 (Item 7 from file: 349)
DIALOG(R) File 349: PCT FULLTEXT
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00459180 **Image available**

OPERATING RESOURCE MANAGEMENT SYSTEM
SYSTEME DE GESTION DE RESSOURCES DE FONCTIONNEMENT

Patent Applicant/Assignee:

ARIBA TECHNOLOGIES INC,
ADAMS Norman,
BROWN Marc,
CARLSTROM Brian,
ELKIN Brian,
HEGARTY Paul,
HASKIN Guy,
PUTANEC Boris,

Inventor(s):

ADAMS Norman,
BROWN Marc,
CARLSTROM Brian,
ELKIN Brian,
HEGARTY Paul,
HASKIN Guy,
PUTANEC Boris,

Patent and Priority Information (Country, Number, Date):

Patent: WO 9849644 A1 19981105

Application: WO 98US8407 19980427 (PCT/WO US9808407)

Priority Application: US 9744372. 19970428

Designated States:

(Protection type is "patent" unless otherwise stated - for applications prior to 2004)

AL AM AT AU AZ BA BB BG BR BY CA CH CN CU CZ DE DK EE ES FI GB GE GH HU
IL IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MD MG MK MN MW MX NO NZ PL
PT RO RU SD SE SG SI SK SL TJ TM TR TT UA UG US UZ VN YU ZW AT BE CH CY
DE DK ES FI FR GB GR IE IT LU MC NL PT SE

Publication Language: English

Fulltext Word Count: 13618

Fulltext Availability:

Detailed Description

Detailed Description

... is no adapter available for it.

Directory Service Adapters

The system preferably uses username and **password information** from a directory service within the company, if there is such a service at the has no

authentication service, the system itself stores the **employee name** and **password information**, allowing appropriately authorized system administrators to create new users.

- 43

1. LDAP Authentication Adapter

A directory service adapter to LDAP is provided. LDAP (Lightweight Directory Access Protocol) is a protocol that provides a standard method for Internet clients, applications and WWW servers to access directory information across the Internet.

Search Report from Ginger R. DeMille

The LDAP adapter.

a. Uses the LDAP protocol for **accessing corporate-wide passwords** and use those **passwords** for authenticating **employees**.

b. Provides real-time authentication of users, if the customer's LDAP server is fast enough to support it.

Human Resource Management System Adapters

HRMS systems are used for maintaining employee **information** such as names, mailstops, and organization structure. If there is no **HRMS** adapter available, the system supports basic employee management, storing employee data in its own database...

?

Search Report from Ginger R. DeMille

? show files;ds
File 350:Derwent WPIX 1963-2004/UD,UM &UP=200452
 (c) 2004 Thomson Derwent
File 344:Chinese Patents Abs Aug 1985-2004/May
 (c) 2004 European Patent Office
File 347:JAPIO Nov 1976-2004/Apr(Updated 040802)
 (c) 2004 JPO & JAPIO
File 371:French Patents 1961-2002/BOPI 200209
 (c) 2002 INPI. All rts. reserv.
File 348:EUROPEAN PATENTS 1978-2004/Aug W02
 (c) 2004 European Patent Office
File 349:PCT FULLTEXT 1979-2002/UB=20040812,UT=20040805
 (c) 2004 WIPO/Univentio
File 2:INSPEC 1969-2004/Aug W2
 (c) 2004 Institution of Electrical Engineers
File 35:Dissertation Abs Online 1861-2004/May
 (c) 2004 ProQuest Info&Learning
File 65:Inside Conferences 1993-2004/Aug W2
 (c) 2004 BLDSC all rts. reserv.
File 99:Wilson Appl. Sci & Tech Abs 1983-2004/Jul
 (c) 2004 The HW Wilson Co.
File 233:Internet & Personal Comp. Abs. 1981-2003/Sep
 (c) 2003 EBSCO Pub.
File 256:TecInfoSource 82-2004/Jul
 (c) 2004 Info.Sources Inc
File 474:New York Times Abs 1969-2004/Aug 15
 (c) 2004 The New York Times
File 475:Wall Street Journal Abs 1973-2004/Aug 13
 (c) 2004 The New York Times
File 583:Gale Group Globalbase(TM) 1986-2002/Dec 13
 (c) 2002 The Gale Group
File 15:ABI/Inform(R) 1971-2004/Aug 16
 (c) 2004 ProQuest Info&Learning
File 16:Gale Group PROMT(R) 1990-2004/Aug 16
 (c) 2004 The Gale Group
File 148:Gale Group Trade & Industry DB 1976-2004/Aug 16
 (c) 2004 The Gale Group
File 160:Gale Group PROMT(R) 1972-1989
 (c) 1999 The Gale Group
File 275:Gale Group Computer DB(TM) 1983-2004/Aug 16
 (c) 2004 The Gale Group
File 621:Gale Group New Prod.Annou. (R) 1985-2004/Aug 16
 (c) 2004 The Gale Group
File 9:Business & Industry(R) Jul/1994-2004/Aug 13
 (c) 2004 The Gale Group
File 20:Dialog Global Reporter 1997-2004/Aug 16
 (c) 2004 The Dialog Corp.
File 476:Financial Times Fulltext 1982-2004/Aug 14
 (c) 2004 Financial Times Ltd
File 610:Business Wire 1999-2004/Aug 15
 (c) 2004 Business Wire.
File 613:PR Newswire 1999-2004/Aug 16
 (c) 2004 PR Newswire Association Inc
File 634:San Jose Mercury Jun 1985-2004/Aug 14
 (c) 2004 San Jose Mercury News
File 636:Gale Group Newsletter DB(TM) 1987-2004/Aug 16
 (c) 2004 The Gale Group
File 810:Business Wire 1986-1999/Feb 28
 (c) 1999 Business Wire
File 813:PR Newswire 1987-1999/Apr 30

Search Report from Ginger R. DeMille

(c) 1999 PR Newswire Association Inc
File 13:BAMP 2004/Aug W2
(c) 2004 The Gale Group
File 75:TGG Management Contents(R) 86-2004/Aug W2
(c) 2004 The Gale Group
File 95:TEME-Technology & Management 1989-2004/Jun W1
(c) 2004 FIZ TECHNIK
File 22:Employee Benefits 1986-2004/Aug
(c) 2004 Int.Fdn.of Empl.Ben.Plans

Set Items Description
S1 1 AU=(SWENTOR, D? OR SWENTOR D?)
? t1/3,k/all

1/3,K/1 (Item 1 from file: 350)
DIALOG(R)File 350:Derwent WPIX
(c) 2004 Thomson Derwent. All rts. reserv.

014901924 **Image available**
WPI Acc No: 2002-722630/200278
XRPX Acc No: N02-569833

Human resource information management system integrates employee and employer systems in the form of meta-account series, in database services tier
Patent Assignee: SWENTOR D B (SWEN-I)
Inventor: SWENTOR D B
Number of Countries: 001 Number of Patents: 001
Patent Family:
Patent No Kind Date Applcat No Kind Date Week
US 20020099659 A1 20020725 US 2001754929 A 20010104 200278 B

Priority Applications (No Type Date): US 2001754929 A 20010104

Patent Details:
Patent No Kind Lan Pg Main IPC Filing Notes
US 20020099659 A1 40 G06F-017/60

Inventor: SWENTOR D B
?

Search Report from Ginger R. DeMille

? show files;ds
File 15:ABI/Inform(R) 1971-2004/Aug 16
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File 148:Gale Group Trade & Industry DB 1976-2004/Aug 16
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File 160:Gale Group PROMT(R) 1972-1989
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File 275:Gale Group Computer DB(TM) 1983-2004/Aug 16
 (c) 2004 The Gale Group
File 621:Gale Group New Prod.Annou.(R) 1985-2004/Aug 16
 (c) 2004 The Gale Group
File 9:Business & Industry(R) Jul/1994-2004/Aug 13
 (c) 2004 The Gale Group
File 20:Dialog Global Reporter 1997-2004/Aug 16
 (c) 2004 The Dialog Corp.
File 476:Financial Times Fulltext 1982-2004/Aug 14
 (c) 2004 Financial Times Ltd
File 610:Business Wire 1999-2004/Aug 15
 (c) 2004 Business Wire.
File 613:PR Newswire 1999-2004/Aug 16
 (c) 2004 PR Newswire Association Inc
File 634:San Jose Mercury Jun 1985-2004/Aug 14
 (c) 2004 San Jose Mercury News
File 636:Gale Group Newsletter DB(TM) 1987-2004/Aug 16
 (c) 2004 The Gale Group
File 810:Business Wire 1986-1999/Feb 28
 (c) 1999 Business Wire
File 813:PR Newswire 1987-1999/Apr 30
 (c) 1999 PR Newswire Association Inc
File 13:BAMP 2004/Aug W2
 (c) 2004 The Gale Group
File 75:TGG Management Contents(R) 86-2004/Aug W2
 (c) 2004 The Gale Group
File 95:TEME-Technology & Management 1989-2004/Jun W1
 (c) 2004 FIZ TECHNIK
File 47:Gale Group Magazine DB(TM) 1959-2004/Aug 16
 (c) 2004 The Gale group
File 22:Employee Benefits 1986-2004/Aug
 (c) 2004 Int.Fdn.of Empl.Ben.Plans

Set	Items	Description
S1	361755	(HR OR HRIS OR HUMAN() RESOURCE? ? OR WORKER?? OR EMPLOYER?? OR EMPLOYEE??) (5N) (DATA OR DATABASE? OR SYSTEM OR SERVER? OR DATA()BASE? OR WAREHOUSE? OR REPOSITORY OR STORING OR STORAGE OR STORES?)
S2	10277	HRIS OR HR() IS
S3	95844	(S1 OR S2) AND (SECURITY OR PASSWORD? ? OR CODE OR PIN OR - PERSONAL() IDENTIFICATION OR PINS OR PASS() (WORD? ? OR CODE? ? OR ENCRYPT?))
S4	1002837	(PAYROLL? OR PAY() ROLL? OR INSURANCE OR THIRD() (PARTY OR PARTIES) OR INSURANCE OR VENDOR? ? OR HEALTH? OR BANK? OR BENEFITS OR SERVICES) (5N) ACCESS?
S5	46782	(S1 OR S2) (2S) (SECURITY OR PASSWORD? ? OR CODE OR PIN OR PERSONAL() IDENTIFICATION OR PINS OR PASS() WORD? ? OR CODE? ? OR ENCRYPT?)
S6	5454	S5(2S) ACCOUNT? ?
S7	1559	S6(2S) (DATABASE OR DATA()BASE OR DATA()WAREHOUSE OR REPOSITORY OR SERVER? OR DATA()MINING)

Search Report from Ginger R. DeMille

S8 22 (S1 OR S2)/TI AND S7
S9 19 S8 NOT PY>2001
S10 11 RD (unique items)
S11 76 S6 AND (S1 OR S2)/TI
S12 52 S11 NOT PY>2001
S13 41 S12 NOT S10
S14 28 RD (unique items)
?

Search Report from Ginger R. DeMille

? t10/3,k/all

10/3,K/1 (Item 1 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2004 ProQuest Info&Learning. All rts. reserv.

02223566 80529043

The utility and selection of an HRIS

Targowski, Andrew S; Deshpande, Satish P
Advances in Competitiveness Research v9n1 PP: 42-56 2001
ISSN: 1077-0097 JRNL CODE: AICR
WORD COUNT: 4160

The utility and selection of an HRIS

...TEXT: information can be stored in the system and who can access, change, or modify the **database** (Noe, Hollenbeck, Gerhart, and Wright, 1994). It is suggested that a company should only collect...

... to those who had physical access to it. But today an HRIS uses a relational **database** to store and categorize different data files (Hubbard, Forcht, and Thomas, 1998). Relational databases not...authorized users how to securely use the system, using "secure cards" that continuously generate new **passwords**, having firewalls to firewalls to protect the system from hackers, and ensuring all computer applications include a record of changes and transactions that occur in the **system**.

Employee Self-Service

A number of enterprises have shifted most of the responsibility for updating employee...

... via personal computers in employees' offices. It also allows field personnel and telecommuters to access **account** information and make transactions 24 hours a day, 7 days a week using portable or...

...does not matter if they are at work, at home, or on the road; this **system** opens the door to integrated **human resources** management worldwide. Some of the commonly found self-service applications are of the following applications...

... change any of the following personal data and have it reflected immediately in the enterprise **database** : dependents' names, relationship, gender, social **security** number, address, emergency contacts, tax filing status, number of exemptions and withholding.

Banking Information: An employee can add a new direct deposit **account** or change the amount or percentage for an existing **account** , update information to their payroll checks and their expense reimbursement **account** .

Benefits Inquiries and Open Enrollment: An employee can review benefits selection at any time. During...

10/3,K/2 (Item 2 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)
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01384627 00-35614

Human Resource Manager offers efficient control of HR , payroll data

Search Report from Ginger R. DeMille

Munn, Roderick W
HRMagazine v4n10 PP: 40-44 Oct 1996
ISSN: 1047-3149 JRNL CODE: PAD
WORD COUNT: 1524

Human Resource Manager offers efficient control of HR , payroll data
...TEXT: accounting.

The Personnel Manager module allows the user to create and maintain a comprehensive, organized **database** of employees, applicants, requisitions and positions. It also supports traditional human resource activities such as...

... of company-issued property, dependents and prior employment references. Fields can be added to the **database** as required.

The Benefits Manager module automates the collection, tracking, analysis and reporting processes. The...

...It also offers users the ability to produce detailed benefits statements and to calculate Social **Security** , vesting and pensions.

The **Security** Manager provides comprehensive **security** throughout the entire HR application, including links to networks and **databases** . Access to **employee** information is controlled by **passwords** , as is the updating of information. All online activity within the system is monitored and...

... include Applicant/Requisition Tracking, Tax Deferral Processing, ESS Kiosks, and Flexible Spending Account Administration.

The **HR** Manager has an opensystems client/ **server** architecture, using a standard relational **database** for the storage and management of data and Structured Query Language (SQL) to access **data** .

WHAT WE LIKE

The **HR** Manager was designed with the end user in mind. It is apparent that for most...

... paid attention to intuitive processing, ease of use and clear instructions.

Effective installation of client/ **server** software requires planning, and this product is no exception. Planning and implementation, however, should occur...

10/3,K/3 (Item 3 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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00934971 95-84363
Keep HRIS documentation on track
Anonymous
Personnel Journal New Product News Supplement PP: 13-15 Nov 1994
ISSN: 0031-5745 JRNL CODE: PEJ
WORD COUNT: 1745

Keep HRIS documentation on track
...TEXT: an effective manual should start with a clearly written,

Search Report from Ginger R. DeMille

jargon-free description of why the **HRIS** exists and what its purposes are in the organization. A general description of what kinds of information are in the **data base**, how this information is gathered and maintained, and the kinds of personnel processes mechanized or supported by automated information methodology should be included.

Procedures for using the **HRIS** should be outlined and alternatives explained in terms of time and cost. For example, some kinds of reports may be available directly from the **data base**; others have to be formatted by an HRIC or data systems organization; and others may...

... In some cases, these procedures entail specific responsibilities of managers, such as responsibility for data **security** or the **security** of physical equipment connected to the **HRIS**.

Perhaps most important for assuring managers' continuing use and support of the **HRIS** long after installation, the manual should depict or suggest the analytic potential of the new to analyze costs, compare work and **workers** by **data** categories, examine trends, identify anomalies or exceptional situations and perform other kinds of analyses, from demographic analyses of job applicants to salary forecasting that **accounts** for merit pay.

It should be remembered that most HR managers and functional specialists aren...

... or functionally specific supplements describing applications, managers are encouraged to make full use of the **HRIS** resource as a decision-support tool.

In most HRIS development cycles, managers on hand during...

10/3, K/4 (Item 4 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2004 ProQuest Info&Learning. All rts. reserv.

00862305 95-11697
Health-care reform warrants HRIS updates
Thurston, Robert J; Jones, Jeffrey R
Personnel Journal v73n5 PP: 43-46 May 1994
ISSN: 0031-5745 JRNL CODE: PEJ
WORD COUNT: 1879

Health-care reform warrants HRIS updates
...TEXT: be encoded with the following information:

- * Company name, bank routing number for funds and bank **account** number
- * Employee's Social Security number, bank routing number for funds and checking, debit or...

...of the clerical staff. Before any service was performed, the clerk would access a central **data base** or the **employer**'s own **HRIS** system by passing the card through a credit-card reader, manually entering information on the card...

... for services could be made via electronic funds transfer (EFT) from the employer's bank **account** or from the employee's checking, debit, or

Search Report from Ginger R. DeMille

credit-card account , accessed like an ATM transaction. If the employee has a medical FSA, funds also could be accessed from that account .

The advantages of this system include:

* The employee knows he or she is covered and...

10/3,K/5 (Item 1 from file: 16)
DIALOG(R)File 16:Gale Group PROMT(R)
(c) 2004 The Gale Group. All rts. reserv.

05525952 Supplier Number: 48374999 (USE FORMAT 7 FOR FULLTEXT)
Major Utility Goes Live with ixOS-ARCHIVE for SAP R/3 Paperless Employee Records System .
Business Wire, p3240077
March 24, 1998
Language: English Record Type: Fulltext
Document Type: Newswire; Trade
Word Count: 624

Major Utility Goes Live with ixOS-ARCHIVE for SAP R/3 Paperless Employee Records System .
... of the SAP R/3 System.

PG&E was already using ixOS-ARCHIVE in its accounts payable processing and Federal Energy Regulatory Commission (FERC) reporting, and had purchased ixOS-ARCHIVE licenses...

...use of ixOS-ARCHIVE to human resources with no additional software cost. With the new system , employee documents are faxed directly to an ixOS -ARCHIVE server at the company's headquarters, where they are processed by a central records administrator, and...
...are available to all human resource locations, directly from the user's desktop, under the security of the built-in R/3 access control.
"This implementation is an important step forward..."

10/3,K/6 (Item 1 from file: 148)
DIALOG(R)File 148:Gale Group Trade & Industry DB
(c) 2004 The Gale Group. All rts. reserv.

13789990 SUPPLIER NUMBER: 77813471 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Credit Union Flies Without Wires -- AIR2WEB ADDS WIRELESS CAPABILITIES TO DELTA EMPLOYEE CREDIT UNION'S FINANCIAL SYSTEM .
Bachelder, Beth
InformationWeek, 56
Sept 3, 2001
ISSN: 8750-6874 LANGUAGE: English RECORD TYPE: Fulltext
WORD COUNT: 522 LINE COUNT: 00045

Credit Union Flies Without Wires -- AIR2WEB ADDS WIRELESS CAPABILITIES TO DELTA EMPLOYEE CREDIT UNION'S FINANCIAL SYSTEM .
... able to see more," Marksberry says.

Delta Employee also had to pay close attention to security . Users communicate with the Air2Web server , which then connects over a dedicated frame-relay circuit to the credit union's site. To answer a customer's query about a specific account or funds transfer, the Delta Employee site communicates with Symitar, which sits behind its firewalls...

Search Report from Ginger R. DeMille

...digital phone with SMS, messages aren't encrypted, so no information is sent that contains account details or account numbers. To use a PDA or WAP-enabled phone, customers must have 128-bit encryption...

...doesn't plan to charge for basic wireless banking services such as fund transfers or account queries. "I see wireless as a retention tool rather than something to generate revenue," Marksberry...

...expects to add, for a fee, more advanced capabilities, such as alerts indicating when an account has dropped below a certain dollar amount.

Bank On The Go
Delta Employee Credit Union...

10/3,K/7 (Item 2 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2004 The Gale Group. All rts. reserv.

10007976 SUPPLIER NUMBER: 20219263 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Safeguarding against errors in pension benefits: a big job at CalPERS.

(California Public Employees Retirement System)

Macht, Patricia K.

Government Finance Review, v13, n6, p48(2)

Dec, 1997

ISSN: 0883-7856 LANGUAGE: English RECORD TYPE: Fulltext; Abstract
WORD COUNT: 1724 LINE COUNT: 00149

Safeguarding against errors in pension benefits: a big job at CalPERS.

(California Public Employees Retirement System)

... rely on two main strategies: 1) development of a state-of-the-art integrated corporate database system and 2) investing in the new computer system, where possible, rather than expending funds to make the old systems year 2000-compliant.

The integrated database will eventually allow member and employer transactions to take place electronically. By the end of the new database . Work is continuing on the corporate database to expand online access to the health benefits database and to initiate new computerized accounting and investment reconciliation systems. The project is on target...

...employers. These benefit calculations are subject to complex federal laws under the Employee Retirement Income Security Act (ERISA). Most of the provisions of ERISA, however, do not affect public-employee pension...

10/3,K/8 (Item 3 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2004 The Gale Group. All rts. reserv.

07577666 SUPPLIER NUMBER: 16437540 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Keep HRIS documentation on track. (human resources information system) (New Product News)

MacAdam, Maureen

Personnel Journal, v73, n11, pS13(3)

Nov, 1994

ISSN: 0031-5745 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT; ABSTRACT
WORD COUNT: 1878 LINE COUNT: 00156

Keep HRIS documentation on track. (human resources information

Search Report from Ginger R. DeMille

system) (New Product News)
... perform other kinds of analyses, from demographic analyses of job applicants to salary forecasting that accounts for merit pay.

It should be remembered that most HR managers and functional specialists aren...or functionally specific supplements describing applications, managers are encouraged to make full use of the **HRIS** resource as a decision-support tool.

In most HRIS development cycles, managers on hand during...

10/3,K/9 (Item 4 from file: 148)
DIALOG(R)File 148:Gale Group Trade & Industry DB
(c) 2004 The Gale Group. All rts. reserv.

07158112 SUPPLIER NUMBER: 16055988
Lockheed's linking solution; the giant aerospace company creates an Internet clone to deliver data and messages to employees nationwide.
Wilder, Clinton
InformationWeek, n481, p26(1)
June 27, 1994
ISSN: 8750-6874 LANGUAGE: ENGLISH RECORD TYPE: ABSTRACT

Lockheed's linking solution; the giant aerospace company creates an Internet clone to deliver data and messages to employees nationwide.

...ABSTRACT: IP as its communications protocol and operates with hypertext links such as Wide Area Information **Servers** and Gopher. The network allows the company to store all its information in a central...

...the company's work is related to national defense. Lockheed uses an Internet firewall for **security** and carefully monitors the activity of host **accounts** with access to Internet.

10/3,K/10 (Item 1 from file: 9)
DIALOG(R)File 9:Business & Industry(R)
(c) 2004 The Gale Group. All rts. reserv.

3096233 Supplier Number: 03096233
BI directory of employee benefit information systems: Part 2 of 7 parts (BeneSoft has 200 benefit installations; alphabetical directory of employee benefit information systems includes sales, system features and users)
Business Insurance, v 35, n 12, p 12+
March 19, 2001
DOCUMENT TYPE: Journal; Directory List ISSN: 0007-6864 (United States)
LANGUAGE: English RECORD TYPE: Fulltext
WORD COUNT: 2180

(BeneSoft has 200 benefit installations; alphabetical directory of employee benefit information systems includes sales, system features and users)

TEXT:
...capabilities.
Customization optional.
First installation: 1987.
Total benefit installations: 200.

Search Report from Ginger R. DeMille

Benefits managed/communicated: flexible spending **account**, short- and long-term disability, leaves of absence, group health plans, section 125 flexible benefit plans, medical savings **accounts**, COBRA, life insurance.

System features: recordkeeping, plan enrollment, plan discrimination testing(*), participant letters, eligibility verification...

...deductions.

Communication features: benefit plan descriptions, direct plan enrollment, benefit option selection/adjustment, flexible spending **account** information, personalized benefit information, benefit modeling/projections, benefit options information/advice, managed care network information, medical savings **account** information, flexible benefit plan selection.

Generates reports via: printer, computer diskette, e-mail, fax, mailed...

...1996.

Parent: William Byrne & Associates Inc.

VisualHCS

PC operating system: Windows 2000; Other types: SQL **Server** 7.0 with current service pack.

Interactive requirements: Internet/intranet, electronic mail.

Multiple users.

Provides...

...optional.

First installation: 1987.

Total benefit installations: 21.

Benefits managed/communicated: pension plans, flexible spending **account**, group health plans, section 125 flexible benefit plans, medical savings **accounts**, COBRA.

System features: plan enrollment, coordination of benefits, check writing, claims administration, eligibility verification, medical...

...utilization review.

Communication features: benefit plan descriptions(*), access to status of medical claims(*), flexible spending **account** information(*), personalized benefit information(*)

User support: user groups/meetings, onsite training, online support, telephone assistance...

...short- and long-term disability, leaves of absence, Social Security, group health plans, life insurance, **workers comp**.

System features: medical coding/unbundling(*), claims administration, medical case management, disability management health care utilization review...

...55.

Benefits managed/communicated: pension plans, short- and long-term disability, leaves of absence, Social **Security**, group health plans, life insurance, **workers comp**.

Communication features: benefit modeling/projections.

Generates reports via...

...www.cascadetechnologies.com

Benefit systems since: 1985.

Total clients

450

Search Report from Ginger R. DeMille

Corporate benefit clients 55
* Connection Server
Purchase price: \$15,000 to \$50,000.
Leased: \$1,000 to \$5,000 per quarter.
Service bureau basis: \$5 to \$15 per employee per year.
PC operating system : Windows.
Interactive requirements: interactive voice response system.
Multiple users.
Provides: Internet/intranet access, online processing...

...1990.

Total benefit installations: 150.
Benefits managed/communicated: saving/investment plans, pension plans, flexible spending account, short- and long-term disability, leaves of absence, Social Security, group health plans, section 125 flexible benefit plans, medical savings accounts, COBRA, life insurance, workers comp.
Communication features: benefit plan descriptions(*), direct plan enrollment(*), benefit option selection/adjustment(*), access to status of medical claims(*), savings plan investment selection(*), flexible spending account information(*), personalized benefit information(*), benefit modeling/projections(*), benefit options information/advice(*), managed care network information(*), savings plan investment transfer(*), medical savings account information(*), retirement savings modeling(*), flexible benefit plan selection(*).
Generates reports via: printer, computer diskette, e...

...Leased: \$1,000 to \$2,500 per quarter.

Service bureau basis: \$3 to \$6 per employee per year.
PC operating system : Windows.
Interactive requirements: Internet/intranet, electronic mail, interactive voice response system.
Multiple users.
Provides: Internet...

...PASSPORT

Purchase price: \$30,000 to \$100,000.
Service bureau basis: \$5 to \$8 per employee per year.
PC operating system : Windows.
Interactive requirements: Internet/intranet, electronic mail, interactive voice response system.
Multiple users.
Provides: Internet...

...reports via: printer, computer diskette, e-mail, fax, mailed hard copy, Internet/intranet site.

* Web Server
Purchase price: \$15,000 to \$50,000.
Leased: \$1,000 to \$5,000 per quarter.
Service bureau basis: \$5 to \$15 per employee per year.
PC operating system : Windows.
Interactive requirements: Internet/intranet.
Multiple users.
Provides: Internet/intranet access, online processing capabilities.
Customization...

...2000.

Total benefit installations: 3.

Search Report from Ginger R. DeMille

Benefits managed/communicated: saving/investment plans, pension plans, flexible spending **account**, short- and long-term disability, leaves of absence, Social Security, group health plans, section 125 flexible benefit plans, medical savings **accounts**, COBRA, life insurance, workers comp.

Communication features: benefit plan descriptions(*), direct plan enrollment(*), benefit option selection/adjustment(*), access to status of medical claims(*), savings plan investment selection(*), flexible spending **account** information(*), personalized benefit information(*), benefit modeling/projections(*), benefit options information/advice(*), managed care network information(*), savings plan investment transfer(*), medical savings **account** information(*), retirement savings modeling(*), flexible benefit plan selection(*).

Generates reports via: printer, computer diskette, e...

...processing capabilities.

Customization optional.

First installation: 1998.

Benefits managed/communicated: saving/investment plans, flexible spending **account**, short- and long-term disability, leaves of absence, group health plans, medical savings **accounts**, life insurance.

System features: recordkeeping(*), plan enrollment(*), coordination of benefits(*), plan discrimination testing(*), eligibility verification...

...Customization optional.

First installation: 1984.

Total benefit installations: 3,000.

Benefits managed/communicated: flexible spending **account**, short- and long-term disability, group health plans, section 125 flexible benefit plans, medical savings **accounts**, COBRA, life insurance, workers comp.

System features: recordkeeping, plan enrollment, medical coding/unbundling, coordination of benefits, accounting, plan discrimination testing, participant...

...reporting.

Communication features: benefit plan descriptions, direct plan enrollment, benefit option selection/adjustment, flexible spending **account** information, personalized benefit information, benefit modeling/projections, benefit options information/advice.

Generates reports via: printer...

...First installation: 1999.

Total benefit installation: 40(**).

Benefits managed/communicated: saving/investment plans, flexible spending **account**, short- and long-term disability, group health plans, section 125 flexible benefit plans, medical savings **accounts**, COBRA, life insurance, workers comp.

System features: recordkeeping, plan enrollment, medical coding/unbundling, coordination of benefits, health provider contract management(*), accounting...

...option selection/adjustment, access to status of medical claims(*), savings plan investment selection(*), flexible spending **account** information, personalized benefit information, benefit modeling/projections, benefit options information/advice,

Search Report from Ginger R. DeMille

? t14/3,k/all

14/3,K/1 (Item 1 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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02118904 63307770
California's workers comp system : Worked over or workable?
Hanavan, Brett
Rough Notes v143n11 PP: 110-111+ Nov 2000
ISSN: 0035-8525 JRNL CODE: RNO
WORD COUNT: 1615

California's workers comp system : Worked over or workable?
...TEXT: last year the California legislature passed SB 559 dealing with preferred provider organizations in the workers compensation system. It added section 4609 to the Labor Code that became effective on July 1, 2000. The new law affects the ability of workers...

... in premium totals for each of the 30 largest writers in California in 1999, which account for 95% of the direct written premium. It summarizes individual carrier results rolled up for...

14/3,K/2 (Item 2 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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01778964 04-29955
Moral Hazard in the French Workers ' Compensation System
Aiuppa, Thomas; Trieschmann, James
Journal of Risk & Insurance v65n1 PP: 125-133 Mar 1998
ISSN: 0022-4367 JRNL CODE: JRI
WORD COUNT: 3262

Moral Hazard in the French Workers ' Compensation System
...TEXT: expected benefits variable, should be calculated via a wage distribution truncated on the right to account for the ceiling amount of benefits payable3. However, sufficient income data to construct such a...in a series of government publications, Carnet Statistiques du Regime General, (1973 through 1991), and data for the number of workers in each region and the number of workers in hazardous activities (construction and metal fabrication...

... For the current study, these publications were consulted in the library of the French social security system in Paris (Bibliotheque de la Caisse Nationale de l'Assurance). Data for the French...

... la Statistique et des Etudes Economiques. Maximum benefit levels are obtained from the French social security system.

RESULTS

The regression coefficients were estimated and are found in Table 1. In each...

14/3,K/3 (Item 3 from file: 15)

Search Report from Ginger R. DeMille

DIALOG(R)File 15:ABI/Inform(R)
(c) 2004 ProQuest Info&Learning. All rts. reserv.

01381488 00-32475

The ILO's code of practice on the protection of workers ' personal data
Anonymous

International Labour Review v135n5 PP: 577-587 1996

ISSN: 0020-7780 JRNL CODE: BOU

WORD COUNT: 3817

The ILO's code of practice on the protection of workers ' personal data
...TEXT: in dealing with specific problems." 5 The new code of practice on the protection of workers ' personal data stands apart from earlier codes . Indeed, it is the first code to deal with a problem outside the field of occupational safety and health. Furthermore, while it does address technical issues, it also differs from earlier codes in that it does not supplement any existing instrument, but breaks new ground in an...

... personalized information are some of the reasons for the collection of more and more personal data on workers and job applicants. Yet the systematic collection of such data has far-reaching consequences. The... regularly notified of the personal data held about them and the processing of that personal data .

11.2. **Workers** should have access to all their personal data, irrespective of whether the personal data are...

... cannot be arranged during normal working hours, other arrangements should be made that take into account the interests of the worker and the employer.

11.5. **Workers** should be entitled to...

14/3,K/4 (Item 4 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)
(c) 2004 ProQuest Info&Learning. All rts. reserv.

00346445 87-05279

Federal Employees ' Retirement System Act of 1986

Kerns, Wilmer L.

Social Security Bulletin v49n11 PP: 5-10 Nov 1986

ISSN: 0037-7910 JRNL CODE: SSB

Federal Employees ' Retirement System Act of 1986

ABSTRACT: The new retirement system for federal employees provides a defined benefit retirement plan to augment mandatory coverage under Social Security as well as a thrift savings plan. The current legislation allows for 4 types of...

...provides that the federal government will automatically contribute 1% of annual salary into ~~thrift~~ savings account for each member of the Federal Employees ' Retirement System and match employee contributions up to 10% of their salaries. ...

14/3,K/5 (Item 1 from file: 16)

Search Report from Ginger R. DeMille

DIALOG(R)File 16:Gale Group PROMT(R)
(c) 2004 The Gale Group. All rts. reserv.

09113442 Supplier Number: 79407684 (USE FORMAT 7 FOR FULLTEXT)
Russell keeps workers tuned with ERM; Workbrain's employee relationship management system delivers e-mail, payroll and HR services to the factory floor.

Leung, Linda
Network World, p29
Oct 22, 2001
Language: English Record Type: Fulltext
Document Type: Magazine/Journal; General Trade
Word Count: 846

Russell keeps workers tuned with ERM; Workbrain's employee relationship management system delivers e-mail, payroll and HR services to the factory floor.

... whether they're in an office, on the road or on the factory floor. The system also promised to ease employee-supervisor tensions by streamlining payroll and work scheduling processes.

In a nutshell, Workbrain's ERM system lets Russell's workers view their benefits and work schedules, and request and track vacations. The system also provides all employees - even factory and distribution workers who don't have access to PCs - with e-mail accounts accessible from kiosks. The e-mail system is integrated with the network so workers can...

...up to three kiosks - desktop PCs stored in a custom-built cabinet. To access the system, a worker enters the badge number of his smart card-based picture ID and types in his personal identification number.

In June, the system's viewer module came online. It presents read-only data such as employee benefits, contact information and dependents' names. A month later, two interactive features were added, e-mail accounts that integrated with the corporate mail system and the vacation planner.

First to test the system were manufacturing and distribution employees who work 12-hour shifts in facilities that operate 24 hours per day. "These people..."

14/3,K/6 (Item 1 from file: 148)
DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2004 The Gale Group. All rts. reserv.

13970119 SUPPLIER NUMBER: 79305554 (USE FORMAT 7 OR 9 FOR FULL TEXT)
HR Compensation: a Mixed Bag. (human resource department staffing salaries) (Statistical Data Included)
Schaeffer, Patricia
HRMagazine, 46, 10, 56
Oct, 2001
DOCUMENT TYPE: Statistical Data Included ISSN: 1047-3149
LANGUAGE: English RECORD TYPE: Fulltext
WORD COUNT: 2214 LINE COUNT: 00289

HR Compensation: a Mixed Bag. (human resource department staffing salaries) (Statistical Data Included)
... virtually flat this past year (1.1 percent and no increase, respectively).

Search Report from Ginger R. DeMille

Pay Variances

What accounts for these variances? Clearly, to some degree, supply and demand is at work here. Where...

...For example, three families of HR jobs saw strong pay growth this past year: corporate security, equal employment opportunity (EEO)/diversity and HRIS. (See the table "Growth in Median Total Cash Compensation (2001 vs. 2000)," below.)

This makes...

14/3,K/7 (Item 2 from file: 148)

DIALOG(R) File 148:Gale Group Trade & Industry DB
(c) 2004 The Gale Group. All rts. reserv.

10402755 SUPPLIER NUMBER: 21026304

Speak up, employers told. (report by Washington-based ERISA Industry Committee trade group shows that employers must take into account all likely effects of Congress' proposed national pension system changes on employer -provided retirement plans)

Hofmann, Mark A.

Business Insurance, v32, n29, p2(2)

July 20, 1998

ISSN: 0007-6864 LANGUAGE: English RECORD TYPE: Abstract

...shows that employers must take into account all likely effects of Congress' proposed national pension system changes on employer -provided retirement plans)

...ABSTRACT: must take into account all likely ramifications of proposed legislative changes to the Social Security System on employer -provided retirement plans. The study does not support any of the proposed reforms to the...

14/3,K/8 (Item 3 from file: 148)

DIALOG(R) File 148:Gale Group Trade & Industry DB
(c) 2004 The Gale Group. All rts. reserv.

10200312 SUPPLIER NUMBER: 20591784 (USE FORMAT 7 OR 9 FOR FULL TEXT)

MCI PINs Security on Users. (MCI Communications' use of a voice-response system on its human resources intranet) (Company Operations)

Mullich, Joe

PC Week, v15, n18, p37(2)

May 4, 1998

ISSN: 0740-1604 LANGUAGE: English RECORD TYPE: Fulltext; Abstract
WORD COUNT: 1135 LINE COUNT: 00096

MCI PINs Security on Users. (MCI Communications' use of a voice-response system on its human resources intranet) (Company Operations)

... is governed by a very familiar code: users' existing PINs for the company's internal HR voice-response system.

"This is an interim step in the evolution" of intranet security, said Giuseppe Cimmino, manager of the site, which MCI dubs the Source. "But it creates..."

...certainly demonstrates a unique reuse of existing technology, according to Jim Hurley, director of information security at Aberdeen Group, a

Search Report from Ginger R. DeMille

consultancy in Boston. The Source also shows to what extent an...
...viewing up-to-the-minute status reports on the value of their 401(k) retirement accounts. Employees can also access an application called "pay stub" to see the exact amount of...

14/3,K/9 (Item 4 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2004 The Gale Group. All rts. reserv.

10076698 SUPPLIER NUMBER: 20411425 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Major Utility Goes Live with ixOS-ARCHIVE for SAP R/3 Paperless Employee Records System.

Business Wire, p3240077

March 24, 1998

LANGUAGE: English RECORD TYPE: Fulltext

WORD COUNT: 650 LINE COUNT: 00056

Major Utility Goes Live with ixOS-ARCHIVE for SAP R/3 Paperless Employee Records System.

... of the SAP R/3 System.

PG&E was already using ixOS-ARCHIVE in its accounts payable processing and Federal Energy Regulatory Commission (FERC) reporting, and had purchased ixOS-ARCHIVE licenses...

...are available to all human resource locations, directly from the user's desktop, under the security of the built-in R/3 access control.

"This implementation is an important step forward...

14/3,K/10 (Item 5 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2004 The Gale Group. All rts. reserv.

08729428 SUPPLIER NUMBER: 18273344 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Social insecurity: Accountants leery about reform plans. (Social Security system reform and employer-sponsored retirement benefits)

Hock, Sandy

Accounting Today, v10, n7, p1(2)

April 22, 1996

ISSN: 1044-5714 LANGUAGE: English RECORD TYPE: Fulltext

WORD COUNT: 905 LINE COUNT: 00074

Social insecurity: Accountants leery about reform plans. (Social Security system reform and employer-sponsored retirement benefits)

... the system, but balks at allowing employees to use payroll taxes to set up an account identical to a 401(k).

"With a 401(k), people can pull their money out...

...they do that, they will end up being a burden to society. I guess the system should be set up where employees can manage the money themselves, but not be allowed to pull it out."

Grant Thornton

14/3,K/11 (Item 6 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
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Search Report from Ginger R. DeMille

07317160 SUPPLIER NUMBER: 16009240 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Health-care reform warrants HRIS updates. (human resources information systems) (includes related articles)

Thurston, Robert J.; Jones, Jeffrey R.
Personnel Journal, v73, n5, p42(5)

May, 1994

ISSN: 0031-5745 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT; ABSTRACT
WORD COUNT: 2395 LINE COUNT: 00195

Health-care reform warrants HRIS updates. (human resources information systems) (includes related articles)

... medical FSA. It's called a medical IRA (for its similarity to an individual retirement account), and it allows putting away pre-tax money for any type of health expense. If...

...and preserve the tax-deductibility of employee benefits (see "Medical IRAs Replace Current Flexible Spending Accounts," this page).

Reform requires updated HRIS.

All of these changes will require HRIS personnel to alter their current practices and technologies. One major effect that health-care reform...

...analyze it.

Perhaps the health-care reform proposal that will have the greatest impact on HRIS, however, is Clinton's national health security card, which he introduced in a nationally televised health-care reform presentation. The Health Card...

...be encoded with the following information:

- * Company name, bank routing number for funds and bank account number
- * Employee's Social Security number, bank routing number for funds and checking, debit or...

...of the clerical staff. Before any service was performed, the clerk would access a central data base or the employer's own HRIS system by passing the card through a credit-card reader, manually entering information on the card...

...for services could be made via electronic funds transfer (EFT) from the employer's bank account or from the employee's checking, debit, or credit-card account, accessed like an ATM transaction. If the employee has a medical FSA, funds also could be accessed from that account.

The advantages of this system include:

- * The employee knows he or she is covered and...

14/3, K/12 (Item 7 from file: 148)

DIALOG(R) File 148: Gale Group Trade & Industry DB
(c) 2004 The Gale Group. All rts. reserv.

06784674 SUPPLIER NUMBER: 14616266 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Human resources package eases resume tracking. (MicroTrac Systems Inc.'s Restract Enterprise, human resources management system) (Product Announcement)

Bowen, Ted Smalley
PC Week, v10, n48, p41(2)
Dec 6, 1993

Search Report from Ginger R. DeMille

DOCUMENT TYPE: Product Announcement ISSN: 0740-1604 LANGUAGE:
ENGLISH RECORD TYPE: FULLTEXT; ABSTRACT
WORD COUNT: 476 LINE COUNT: 00041

Human resources package eases resume tracking. (MicroTrac Systems Inc.'s Restract Enterprise human resources management system) (Product Announcement)

... We read each, graded them, and assigned up to a maximum of only three specialty codes."

The system's scanning and OCR capabilities have allowed CH2M Hill to consolidate its resume input and storage process, which accounts for about 35,000 resumes annually, according to Nepil.

"We have upwards of 20 offices..."

14/3,K/13 (Item 8 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2004 The Gale Group. All rts. reserv.

04149190 SUPPLIER NUMBER: 07882946 (USE FORMAT 7 OR 9 FOR FULL TEXT)
HRIS : a a report from the workplace, part 3. (includes related articles on companies which use human resources information systems software)

Miller, Marc S.

Personnel, v66, n11, p14(5).

Nov, 1989

ISSN: 0031-5702 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT; ABSTRACT
WORD COUNT: 2210 LINE COUNT: 00183

HRIS : a a report from the workplace, part 3. (includes related articles on companies which use...)

... and salary administration as well as compensation analysis," she says.

As with all of the HRIS packages we have reviewed through end-users' responses, implementation of these HRIS capabilities doesn't always make for smooth sailing. However, these problems are not limited to ...

...internal struggle for control that involved working "with our accounting department to agree on restructuring accounts, cost centers, and divisions.... Accounting/Payroll viewed the HRIS as a new extension of their domain, while the HR function viewed the HRIS as a managed human resource function."

As we have seen in earlier reports, customization of...

...the size and complexity of the Holland America Westours employee file, structuring of user-defined codes and the actual input of employee data took almost six months to complete."

To further complicate matters, the company relies on an...

14/3,K/14 (Item 9 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2004 The Gale Group. All rts. reserv.

04070517 SUPPLIER NUMBER: 07435066 (USE FORMAT 7 OR 9 FOR FULL TEXT)
The user-driven HRIS. (human resources information systems implementation) (includes related article on future HRIS issues)
Dunnington, Judith I.

Search Report from Ginger R. DeMille

Personnel, v66, n7, p27(7)

July, 1989

ISSN: 0031-5702 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT; ABSTRACT
WORD COUNT: 5288 LINE COUNT: 00416

The user-driven HRIS . (human-resources information systems implementation) (includes related article on future HRIS issues) ... on staff a number of business analysts and project managers, who are most suitable for HRIS projects. But even if HR has access to this type of IS staff, can it...

...full line of services. These firms will provide professionals with experience in all areas of HRIS implementation and HR information management. This latter area is important because effective HRIS implementation takes into account HR's strategic direction and long-term information needs.

The issue of implementation qualifications may be troublesome because many HR departments have a false sense of security about their ability to implement an HRIS . They feel they are qualified to drive their own systems, but they really are not...

...PCs. Unfortunately, PC-based systems knowledge is generally not transferrable to mainframe or mini-computer HRIS implementations -- even though some software vendors claim that their systems are as easy to implement as their PC counterparts. In fact, mainframe and minicomputer HRIS implementations are several times more complex than are PC systems implementations.

2. HR may need...

...one-time effort. Although the HR department may be able to learn to implement an HRIS , should it do so? Very few, if any, of the implementation skills it develops can be put to use elsewhere in the organization or used for ongoing HRIS support. Most skills will be used only once--during the project. Screen and data mapping...

14/3, K/15 (Item 1 from file: 275)
DIALOG(R)File 275:Gale Group Computer DB(TM)
(c) 2004 The Gale Group. All rts. reserv.

02535242 SUPPLIER NUMBER: 77813471 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Credit Union Flies Without Wires -- AIR2WEB ADDS WIRELESS CAPABILITIES TO
DELTA EMPLOYEE CREDIT UNION'S FINANCIAL SYSTEM .

Bachelder, Beth
InformationWeek, 56
Sept 3, 2001
ISSN: 8750-6874 LANGUAGE: English RECORD TYPE: Fulltext
WORD COUNT: 522 LINE COUNT: 00045

Credit Union Flies Without Wires -- AIR2WEB ADDS WIRELESS CAPABILITIES TO
DELTA EMPLOYEE CREDIT UNION'S FINANCIAL SYSTEM .
... one of the few wireless vendors to support digital phones that communicate via Short Messaging System (SMS), the phones most Delta employees use.

It's taken about three months to write the application programming interfaces that connect...

...able to see more," Marksberry says.

Search Report from Ginger R. DeMille

Delta Employee also had to pay close attention to **security**. Users communicate with the Air2Web server, which then connects over a dedicated frame-relay circuit to the credit union's site. To answer a customer's query about a specific **account** or funds transfer, the Delta Employee site communicates with Symitar, which sits behind its firewalls...

...digital phone with SMS, messages aren't encrypted, so no information is sent that contains **account** details or **account** numbers. To use a PDA or WAP-enabled phone, customers must have 128-bit encryption...

...doesn't plan to charge for basic wireless banking services such as fund transfers or **account** queries. "I see wireless as a retention tool rather than something to generate revenue," Marksberry...

...expects to add, ~~for~~ a fee, more advanced capabilities, such as alerts indicating when an **account** has dropped below a certain dollar amount.

Bank On The Go
Delta Employee Credit Union...

14/3, K/16 (Item 2 from file: 275)
DIALOG(R) File 275:Gale Group Computer DB(TM)
(c) 2004 The Gale Group. All rts. reserv.

02085197 SUPPLIER NUMBER: 19614732 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Nortel files receipts faster. (Northern Telecom's Employee Vouchering System) (Company Operations) (Brief Article)
Watson, Thomas
Computing Canada, v23, n13, p49(1)
June 23, 1997
DOCUMENT TYPE: Brief Article ISSN: 0319-0161 LANGUAGE: English
RECORD TYPE: Fulltext
WORD COUNT: 168 LINE COUNT: 00017

Nortel files receipts faster. (Northern Telecom's Employee Vouchering System) (Company Operations) (Brief Article)

After successful trials in Canada, the telecommunications company is rolling out its **Employee Vouchering System** (EVS) worldwide, making filing corporate expenses quicker and much easier for its 40,000 employees...

...a virtually paperless system that receives approximately 18,000 reports per month.

...Using confidential access **codes**, all of the company's employees now file electronic vouchers over the phone or from...
...After being monitored and approved on-line, funds are automatically deposited in either employees' bank **accounts** or their corporate American Express corporate card **accounts**.

Designed to be as painless as possible, the system also converts currency and mileage.

Prior to the **system**'s implementation, **employee** reimbursements took about three weeks to process at a cost of about \$12 per transaction...

14/3, K/17 (Item 3 from file: 275)
DIALOG(R) File 275:Gale Group Computer DB(TM)
(c) 2004 The Gale Group. All rts. reserv.

Search Report from Ginger R. DeMille

01651775 SUPPLIER NUMBER: 16055988

Lockheed's linking solution; the giant aerospace company creates an Internet clone to deliver data and messages to employees nationwide.

Wilder, Clinton

Information Week, n481, p26(1)

June 27, 1994

ISSN: 8750-6874

LANGUAGE: ENGLISH

RECORD TYPE: ABSTRACT

Lockheed's linking solution; the giant aerospace company creates an Internet clone to deliver data and messages to employees nationwide.

...ABSTRACT: information in a central location available for all employees and creates a corporate e-mail system, which allows employees around the country to work together on projects. TBS does not connect directly to the...

...the company's work is related to national defense. Lockheed uses an Internet firewall for security and carefully monitors the activity of host accounts with access to Internet.

14/3,K/18 (Item 1 from file: 20)

DIALOG(R)File 20:Dialog Global Reporter

(c) 2004 The Dialog Corp. All rts. reserv.

16202492 (USE FORMAT 7 OR 9 FOR FULLTEXT)

ihavegoals.com Introduces Goal-Setting System for Corporate Market; New Employee Benefit Aimed At Recruiting, Retaining High Performance Workforce

BUSINESS WIRE

April 17, 2001

JOURNAL CODE: WBWE LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 752

(USE FORMAT 7 OR 9 FOR FULLTEXT)

ihavegoals.com Introduces Goal-Setting System for Corporate Market; New Employee Benefit Aimed At Recruiting, Retaining High Performance Workforce

... the end of each month; companies then pay only for those employees who have active accounts - a fee schedule that is ideal for those companies in which use of the system...

14/3,K/19 (Item 2 from file: 20)

DIALOG(R)File 20:Dialog Global Reporter

(c) 2004 The Dialog Corp. All rts. reserv.

01849336 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Sharp Rise in Employee Theft Costs Stores, Customers

Molly Brauer

KRTBN KNIGHT-RIDDER TRIBUNE BUSINESS NEWS (DETROIT FREE PRESS)

June 06, 1998 3rd

JOURNAL CODE: KDFP LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 818

Sharp Rise in Employee Theft Costs Stores, Customers

Search Report from Ginger R. DeMille

... at Crowley's in recent years, Toloff said. Those who steal might open fake charge accounts and credit returns to them, ring up merchandise for less or snatch from the till. Hiring...

... error 17.6 percent and vendor fraud 5.9 percent, according to the National Retail Security Survey. -- Retailers said they lost \$128 in an average shoplifting incident compared with \$919 per employee...

14/3,K/20 (Item 1 from file: 13)

DIALOG(R) File 13:BAMP

(c) 2004 The Gale Group. All rts. reserv.

1136993 Supplier Number: 02144378 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Assuring Retirement Benefit Plan Compliance

(To make sure that retirement plans comply with labor and tax rules, a strong commitment from top management, accounting and HR is necessary)

Article Author(s): Buckley, Michelle H, CPA

Compensation & Benefits Review, v 31, n 5, p 63-68

September 1999

DOCUMENT TYPE: Journal ISSN: 0886-3687 (United States)

LANGUAGE: English RECORD TYPE: Fulltext; Abstract

WORD COUNT: 3250

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... (plans comply with labor and tax rules, a strong commitment from top management, accounting and HR is necessary)

TEXT:

... determined by payroll records must be reconciled to the trustee records and the individual participant accounts. For calendar-year plans, an effective way to check is to compare the total employee...

... needs to be reconciled from the employer records to the trustee records and individual participant accounts. Monthly reports from the payroll system that show employee deferrals, match and loan repayments are helpful in assuring this calculation is correct.

Amounts often...

... by reconciling amounts paid from the employer to the trust statements and the individual participant accounts throughout the year. Investigate discrepancies with the trustee or third-party administrator.

With 401(k)...

... of the corporate return. These kinds of plans often allow cross-testing features or Social Security integration among contributions, which are typically defined in the plan document.

With most profit-sharing...

14/3,K/21 (Item 2 from file: 13)

DIALOG(R) File 13:BAMP

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Search Report from Ginger R. DeMille

1108982 Supplier Number: 01823410 (USE FORMAT 7 OR 9 FOR FULLTEXT)
US: Electronic Interaction In the Workplace: Monitoring, Retrieving And Storing Employee Communications In The Internet Age : Part 4 of 5
(Proposed legislation would require employers to notify workers when they are being electronically monitored; employers should implement clear e-mail and Internet policies)
Article Author(s): Dichter, Mark S; Burkhardt, Michael S
Mondaq Business Briefing - Morgan, Lewis & Bockius, US, p N/A
January 08, 1999
DOCUMENT TYPE: Report
LANGUAGE: English RECORD TYPE: Fulltext; Abstract
WORD COUNT: 4585

(USE FORMAT 7 OR 9 FOR FULLTEXT)
US: Electronic Interaction In the Workplace: Monitoring, Retrieving And Storing Employee Communications In The Internet Age : Part 4 of 5

TEXT:

...was offensive and disrespectful to the client. Plaintiff argued that Ameritech discriminated against him on account of his race and defamed him during his discharge. The court granted summary judgment in...
...area of potential concern for employers is liability for defamatory statements sent out on an employer's e-mail system, posted on an employer's home page or posted on an employer's electronic bulletin board. The case of...

14/3, K/22 (Item 3 from file: 13)
DIALOG(R)File 13:BAMP
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1093012 Supplier Number: 01616450 (USE FORMAT 7 OR 9 FOR FULLTEXT)
International symposium on linked employer - employee data :
 Confidentiality of linked data
(Access to linked employer - employee data relies on data holder to define and protect confidentiality and allow legitimate access by others)
Article Author(s): Gates, Gerald
Monthly Labor Review, v 121, n 7, p 50-51
July 1998
DOCUMENT TYPE: Journal (United States)
LANGUAGE: English RECORD TYPE: Fulltext; Abstract
WORD COUNT: 1348

(USE FORMAT 7 OR 9 FOR FULLTEXT)
International symposium on linked employer - employee data :
 Confidentiality of linked data
(Access to linked employer - employee data relies on data holder to define and protect confidentiality and allow legitimate access by others)

TEXT:

...of records. Many of these more-difficult-to-protect scenarios are found in linkages of employer and employee data .

Providing access to confidential data can be accomplished in two ways: putting restrictions on the data with few or no...

Search Report from Ginger R. DeMille

...by nonsampling and measurement errors. In addition, statisticians are considering reasonableness criteria that take into account the costs in money and time needed to break the protections. Targeting disclosure limitation efforts...

...is having the legal authority to share confidential data and establishing an atmosphere in which security is paramount.

The most consistent message from conference participants was that research access to data...

14/3,K/23 (Item 4 from file: 13)

DIALOG(R)File 13:BAMP

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1069731 Supplier Number: 01313614

Medical Savings Accounts: A Health Insurance Option for the Public Sector?
(Health insurance cost data for Ohio employers that adopted Medical Savings Accounts is analyzed in detail)

Article Author(s): Bond, Michael T; Heshizer, Brian P; Hrivnak, Mary W
Public Personnel Management, v 26, n 4, p 535-544

No. 04, 1997

DOCUMENT TYPE: Journal; Case study ISSN: 0091-0260 (United States)

LANGUAGE: English RECORD TYPE: Abstract

(Health insurance cost data for Ohio employers that adopted Medical Savings Accounts is analyzed in detail)

ABSTRACT:

An analysis on the health insurance cost data for Ohio public employers and 27 Ohio private firms that have adopted Medical Savings Account (MSA) is presented. MSAs are promoted as an approach to reduce employer health insurance costs...

...higher OPC with an MSA in the worst scenario. However, MSAs are subject to social security and income taxation although the US Congress is considering the possibility of granting MSAs similar...

14/3,K/24 (Item 5 from file: 13)

DIALOG(R)File 13:BAMP

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1045908 Supplier Number: 01049716 (USE FORMAT 7 OR 9 FOR FULLTEXT)
Chile a hot model for U.K. pension reform

(Chile's pay-as-you-go pension system managed by employer pools or third parties, attracts attention in the U.K.)

Article Author(s): Goddard, Sarah

Business Insurance, v 31, n 20, p 41

May 19, 1997

DOCUMENT TYPE: Journal; Guideline ISSN: 0007-6864 (United States)

LANGUAGE: English RECORD TYPE: Fulltext; Abstract

WORD COUNT: 616

(USE FORMAT 7 OR 9 FOR FULLTEXT)

(Chile's pay-as-you-go pension system managed by employer pools or third parties, attracts attention in the U.K.)

Search Report from Ginger R. DeMille

TEXT:

...will be only two workers to each pensioner in Japan.

By implementing the personal savings account system, Chile has depoliticized the whole issue of pensions and given individuals more control over...

...security taxes on the deposits. "Instead of sending the payroll tax to a social security system --to that black hole-- employers send it to the individual pensions account month by month," explained Mr. Pinera.

Workers are able to voluntarily contribute up to an...

14/3,K/25 (Item 6 from file: 13)

DIALOG(R)File 13:BAMP

(c) 2004 The Gale Group. All rts. reserv.

1037120 Supplier Number: 00960851

HOW EMPLOYERS CAN HELP EMPLOYEES PLAN FOR RETIREMENT: 401(K) PERSONAL
(Article discusses personalized retirement savings guide that uses employees' current financial data and some generally accepted financial assumptions to create a personalized guide for each employee)

Article Author(s): Moyer, Jean

CPA Journal, v 66, n 11, p 79-82

November 1996

DOCUMENT TYPE: Journal; Guideline; Survey ISSN: 0732-8435 (United States)

LANGUAGE: English RECORD TYPE: Abstract

(Article discusses personalized retirement savings guide that uses employees' current financial data and some generally accepted financial assumptions to create a personalized guide for each employee)

ABSTRACT:

Article discusses personalized retirement savings guide, developed by Corbel, that utilizes the current financial data of employees and some generally accepted financial assumptions to create a personalized guide for each employee. The...

...checklist predicting financial assumptions (such as inflation rate) with the employer. Thereafter, the administrator takes employee-specific data from the pension system into an ASCII file and forwards the disk and the accomplished checklist to Corbel. The...

...rate, contribution rate, and projected retirement age. Using these financial assumptions and the personal financial data of the employee, the reports are created that indicate to the plan participant the amount of money he/she will need in retirement, considering the average investment percentage rates, Social Security, and inflation. It also illustrates the progress that the person has made with 401(k)...

...will require to save by retirement age. The projected amount of required savings takes into account the amount of money that the person will require to keep his/her present lifestyle...

14/3,K/26 (Item 1 from file: 75)

DIALOG(R)File 75:TGG Management Contents(R)

(c) 2004 The Gale Group. All rts. reserv.

Search Report from Ginger R. DeMille

00175695 SUPPLIER NUMBER: 16437540 (USE FORMAT 7 FOR FULL TEXT)
Keep HRIS documentation on track. (human resources information
system) (New Product News)
MacAdam, Maureen
Personnel Journal, v73, n11, pS13(3)
Nov, 1994
ISSN: 0031-5745 LANGUAGE: English RECORD TYPE: Fulltext; Abstract
WORD COUNT: 1857 LINE COUNT: 00156

Keep HRIS documentation on track. (human resources information
system) (New Product News)
... an effective manual should start with a clearly written,
jargon-free description of why the HRIS exists and what its purposes are
in the organization. A general description of what kinds...

...processes mechanized or supported by automated information methodology
should be included.

Procedures for using the HRIS should be outlined and alternatives
explained in terms of time and cost. For example, some...

...In some cases, these procedures entail specific responsibilities of
managers, such as responsibility for data security or the security of
physical equipment connected to the HRIS.

Perhaps most important for assuring managers' continuing use and
support of the HRIS long after installation, the manual should depict or
suggest the analytic potential of the new...

...functionally tailored manuals, the mechanized data and processes used to
analyze costs, compare work and workers by data categories, examine
trends, identify anomalies or exceptional situations and perform other
kinds of analyses, from demographic analyses of job applicants to salary
forecasting that accounts for merit pay.

It should be remembered that most HR managers and functional
specialists aren...or functionally specific supplements describing
applications, managers are encouraged to make full use of the HRIS
resource as a decision-support tool.

In most HRIS development cycles, managers on hand during...

14/3, K/27 (Item 1 from file: 47)
DIALOG(R)File 47:Gale Group Magazine DB(TM)
(c) 2004 The Gale group. All rts. reserv.

05234014 SUPPLIER NUMBER: 21119791 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Confidentiality of linked data .(1998 conference on linked employer -
employee data) (Conference Report)
Gates, Gerald
Monthly Labor Review, v121, n7, p50(2)
July, 1998
ISSN: 0098-1818 LANGUAGE: English RECORD TYPE: Fulltext; Abstract
WORD COUNT: 1440 LINE COUNT: 00122

Confidentiality of linked data .(1998 conference on linked employer -
employee data) (Conference Report)
... of records. Many of these more-difficult-to-protect scenarios are
found in linkages of employer and employee data .
Providing access to confidential data can be accomplished in two

Search Report from Ginger R. DeMille

ways: putting restrictions on the data with few or no...

...by nonsampling and measurement errors. In addition, statisticians are considering reasonableness criteria that take into account the costs in money and time needed to break the protections. Targeting disclosure limitation efforts...

...is having the legal authority to share confidential data and establishing an atmosphere in which security is paramount.

The most consistent message from conference participants was that research access to data...

14/3, K/28 (Item 2 from file: 47)
DIALOG(R) File 47:Gale, Group Magazine DB(TM)
(c) 2004 The Gale group. All rts. reserv.

04467984 SUPPLIER NUMBER: 18141527 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Right data . (corporate profits and worker pay)

Rubenstein, Ed

National Review, v48, n5, p14(1)

March 25, 1996

ISSN: 0028-0038 LANGUAGE: English RECORD TYPE: Fulltext; Abstract

WORD COUNT: 578 LINE COUNT: 00056

Right data . (corporate profits and worker pay)

..... pensions. A recent study by the Employment Policy Foundation reported that non-cash benefits now account for 41 per cent of employee compensation, more than twice the level of the 1970s...

...productivity and compensation moved in sync. In the past two years, according to Commerce Department data , worker output per hour grew 7.8 percent, while real hourly compensation fell 1.1 percent...

?

Search Report from Ginger R. DeMille

? show files;ds
File 350:Derwent WPIX 1963-2004/UD,UM &UP=200452
 (c) 2004 Thomson Derwent
File 344:Chinese Patents Abs Aug 1985-2004/May
 (c) 2004 European Patent Office
File 347:JAPIO Nov 1976-2004/Apr(Updated 040802)
 (c) 2004 JPO & JAPIO
File 371:French Patents 1961-2002/BOPI 200209
 (c) 2002 INPI. All rts. reserv.
File 2:INSPEC 1969-2004/Aug W2
 (c) 2004 Institution of Electrical Engineers
File 35:Dissertation Abs Online 1861-2004/May
 (c) 2004 ProQuest Info&Learning
File 65:Inside Conferences 1993-2004/Aug W2
 (c) 2004 BLDSC all rts. reserv.
File 99:Wilson Appl. Sci & Tech Abs 1983-2004/Jul
 (c) 2004 The HW Wilson Co.
File 233:Internet & Personal Comp. Abs. 1981-2003/Sep
 (c) 2003 EBSCO Pub.
File 256:TecInfoSource 82-2004/Jul
 (c) 2004 Info.Sources Inc
File 474:New York Times Abs 1969-2004/Aug 15
 (c) 2004 The New York Times
File 475:Wall Street Journal Abs 1973-2004/Aug 13
 (c) 2004 The New York Times
File 583:Gale Group Globalbase(TM) 1986-2002/Dec 13
 (c) 2002 The Gale Group

Set Items. Description
S1 15534 (HR OR HRIS OR HUMAN()RESOURCE? ? OR WORKER?? OR EMPLOYER??
 OR EMPLOYEE??)(5N) (DATA OR DATABASE? OR SYSTEM OR SERVER? OR
 DATA()BASE? OR WAREHOUSE? OR REPOSITORY OR STORING OR STORAGE
 OR STORES)
S2 1406 HRIS OR HR()IS
S3 1340 (S1 OR S2) AND (SECURITY OR PASSWORD? ? OR CODE OR PIN OR -
 PERSONAL()IDENTIFICATION OR PINS OR PASS()(WORD? ? OR CODE? ?
 OR ENCRYPT?))
S4 24913 (PAYROLL? OR PAY()ROLL? OR INSURANCE OR THIRD()(PARTY OR P-
 ARTIES) OR INSURANCE OR VENDOR? ? OR HEALTH? OR BANK? OR BENE-
 FITS OR SERVICES)(5N)ACCESS?
S5 26 S3 AND S4
S6 84 S3 AND ACCOUNT? ?
S7 108 S5 OR S6
S8 24 S7 FROM 350,344,347,371
S9 84 S7 NOT S8
S10 68 S9 NOT PY>2001
S11 56 RD (unique items)
?

Search Report from Ginger R. DeMille

? t11/3,k/all

11/3,K/1 (Item 1 from file: 2)
DIALOG(R)File 2:INSPEC
(c) 2004 Institution of Electrical Engineers. All rts. reserv.

6860599 INSPEC Abstract Number: C2001-04-7100-066

Title: Making ethical decisions

Author(s): Kreie, J.; Cronan, T.P.

Author Affiliation: New Mexico State Univ., Las Cruces, NM, USA

Journal: Communications of the ACM vol.43, no.12 p.66-71

Publisher: ACM,

Publication Date: Dec. 2000 Country of Publication: USA

CODEN: CACMA2 ISSN: 0001-0782

SICI: 0001-0782(200012)43:12L.66:MED;1-A

Material Identity Number: C056-2000-012

U.S. Copyright Clearance Center Code: 0001-0782/2000/1200\$5.00

Language: English

Subfile: C

Copyright 2001, IEE

Abstract: Today's information technology makes vast amounts of **data** accessible to businesses and their **employees**. This **accessibility** provides great **benefits** but also creates the potential for misuse of information technology. Businesses are concerned about the ethical behavior of their employees and the **security** of their information systems. Therefore, businesses are interested in whether they can influence their employees...

... to act ethically or unethically. One avenue of action for companies is to establish a **code** of ethics and there is evidence that having such standards does influence employees. Some researchers...

...Identifiers: **security** ; ...

... **code** of ethics

11/3,K/2 (Item 2 from file: 2)
DIALOG(R)File 2:INSPEC
(c) 2004 Institution of Electrical Engineers. All rts. reserv.

6853864 INSPEC Abstract Number: B2001-04-6210L-027, C2001-04-6150N-030

Title: Satchel: providing access to any document, any time, anywhere

Author(s): Lamming, M.; Eldridge, M.; Flynn, M.; Jones, C.; Pendlebury, D.

Author Affiliation: Xerox Res. Centre Eur., Cambridge, UK

Journal: ACM Transactions on Computer-Human Interaction vol.7, no.3 p.322-52

Publisher: ACM,

Publication Date: Sept. 2000 Country of Publication: USA

CODEN: ATCIF4 ISSN: 1073-0516

SICI: 1073-0516(200009)7:3L.322:SPAD;1-W

Material Identity Number: A126-2001-001

U.S. Copyright Clearance Center Code: 1073-0516/2000/0900-0322\$5.00

Language: English

Subfile: B C

Copyright 2001, IEE

...Abstract: documents while away from the office do not meet the special

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needs of mobile document **workers** . We describe Satchel, a **system** that is designed specifically to support the distinctive features of mobile document work. Satchel is designed to meet the following high-level design goals: (1) easy **access** to document **services** ; (2) timely document **access** ; (3) a streamlined user interface; (4) ubiquity; and (5) compliance with **security** policies. Our current prototype uses a Nokia 9000 Communicator as the mobile device. It communicates...

...Identifiers: **security** policy compliance

11/3,K/3 (Item 3 from file: 2)

DIALOG(R)File 2:INSPEC
(c) 2004 Institution of Electrical Engineers. All rts. reserv.

6625118 INSPEC Abstract Number: C2000-08-7100-007

Title: A confessional account of an ethnography about knowledge work

Author(s): Schultze, U.

Author Affiliation: Cox Sch. of Bus., Southern Methodist Univ., Dallas, TX, USA

Journal: MIS Quarterly vol.24, no.1 p.3-6, 35-40

Publisher: Univ. Minnesota,

Publication Date: March 2000 Country of Publication: USA

CODEN: MISQDP ISSN: 0276-7783

SICI: 0276-7783(200003)24:1L.3:CAEA;1-X

Material Identity Number: F236-2000-003

Language: English

Subfile: C

Copyright 2000, IEE

Title: A confessional account of an ethnography about knowledge work

...Abstract: Based on data collected during an eight-month ethnographic study of three groups of knowledge **workers** -computer **system** administrators, competitive intelligence analysts, and librarians-I explore the informing practices they relied upon. These...

... of doing value adding work and objectivity promises worker's authority and a sense of **security** . Recognizing that researchers are knowledge workers too, I draw on my own experiences as an...

...Identifiers: **security** ;

11/3,K/4 (Item 4 from file: 2)

DIALOG(R)File 2:INSPEC
(c) 2004 Institution of Electrical Engineers. All rts. reserv.

6547984 INSPEC Abstract Number: C2000-05-7104-005

Title: Email woes [**security**]

Author(s): Armstrong, I.

Journal: Secure Computing (International Edition) p.24-6, 28

Publisher: West Coast Publishing,

Publication Date: March 2000 Country of Publication: UK

CODEN: SECOFD ISSN: 1352-4097

Material Identity Number: G401-2000-003

Language: English

Subfile: C

Copyright 2000, IEE

Title: Email woes [**security**]

...Abstract: secure of a company's technological advances...and a

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hacker's dream. When considering the **security** procedures take into account what the effect would be if all your company information was to be lost tomorrow...

...age of information. People should not take a casual approach, therefore, when dealing with information **security**. Players in the corporate world need to be sure that they are ever vigilant in...

...internal operations. If companies don't monitor content going in and out through their email **servers**, it's quite easy for **employees** to steal proprietary information.

...Descriptors: **security** of data

Identifiers: email **security** ; ...

... **security** procedures...

...information **security** ;

11/3,K/5 (Item 5 from file: 2)

DIALOG(R)File 2:INSPEC

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6360064

Title: Privacy in the information age?

Author(s): Curtin, L.; Simpson, R.

Author Affiliation: CurtinCalls, Cincinnati, OH, USA

Journal: Health Management Technology vol.20, no.7 p.32-3

Publisher: Nelson Publishing,

Publication Date: Aug. 1999 Country of Publication: USA

CODEN: HMTEE2 ISSN: 0745-1075

SICI: 0745-1075(199908)20:7L.32:PI;1-R

Material Identity Number: C274-1999-008

Language: English

Subfile: D

Copyright 1999, IEE

...Abstract: patient information. There has been a proposal in the USA that everyone should have a **health** ID number. Computer **access** may also involve a biometric identifier. Different states have different laws forbidding **employers** and others to disclose **data**. The article discusses the content and effectiveness of actual and possible legislation.

...Descriptors: **security** of data

11/3,K/6 (Item 6 from file: 2)

DIALOG(R)File 2:INSPEC

(c) 2004 Institution of Electrical Engineers. All rts. reserv.

6307758 INSPEC Abstract Number: C1999-09-6150N-029

Title: Accountworks: users create accounts on SQL, Notes, NT, and UNIX

Author(s): Arnold, B.

Author Affiliation: Sybase Inc., USA

Conference Title: Proceedings of the Twelfth Systems Administration Conference (LISA XII) p.49-61

Publisher: USENIX Assoc, Berkeley, CA, USA

Publication Date: 1998 Country of Publication: USA vi+334 pp.

Material Identity Number: XX-1999-01859

Conference Title: Proceedings of the Twelfth Systems Administration

Search Report from Ginger R. DeMille

Conference (LISA XII)

Conference Date: 6-11 Dec. 1998 Conference Location: Boston, MA, USA

Language: English

Subfile: C

Copyright 1999, IEE

Title: Accountworks: users create accounts on SQL, Notes, NT, and UNIX

Abstract: Accountworks is a system which allows any employee at Sybase, Inc. to use a web form to create accounts for new employees. Every new hire gets a personal account in SQL, Notes, NT, and UNIX administrative domains. Accountworks also creates initial stub entries in

...

... access to popular applications and whether to use Notes or UNIX email. Typically all new accounts are available within four hours after the web form is submitted. The system operates 24 by 365 to support our worldwide infrastructure. When the accounts are created, it guarantees a consistent, unique login, UID (for UNIX), Firstname.Lastname record, and password across all domains. It went into full production in July 1997, and has been used to create 1900 new accounts since then. Because this paper is intended to help anyone tackling cross-domain account management problems, it describes the architecture of Accountworks, the process of building it, numerous design...

...Identifiers: personal account ; ...

...cross-domain account management problems

11/3,K/7 (Item 7 from file: 2)

DIALOG(R) File 2:INSPEC

(c) 2004 Institution of Electrical Engineers. All rts. reserv.

6053346 INSPEC Abstract Number: B9811-6140C-537

Title: Image coding and the millennium

Author(s): Clarke, R.J.

Author Affiliation: Heriot-Watt Univ., Edinburgh, UK

Conference Title: Proceedings of First International Symposium on Communication Systems and Digital Signal Processing, 1998 Part vol.1 p.158-63 vol.1

Editor(s): Ghassemlooy, Z.; Saatchi, M.R.

Publisher: Sheffield Hallam Univ. Press, Sheffield, UK

Publication Date: 1998 Country of Publication: UK 2 vol. (xvi+ii+612) pp.

ISBN: 0 86339 771 9 Material Identity Number: XX97-03068

Conference Title: Proceedings of 1st International Symposium on Communications Systems and Digital Signal Processing

Conference Sponsor: IEEE

Conference Date: 6-8 April 1998 Conference Location: Sheffield, UK

Language: English

Subfile: B

Copyright 1998, IEE

...Abstract: which has made these advances possible has remained the province of a relatively few dedicated workers. Image data compression has, in fact, a long history, from the days of prediction and efficient runlength...

... decompositions and ways of coping with motion of image detail, through

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more recent attempts to account for, and model, actual picture object details rather than simply taking a purely statistical approach...

Descriptors: code standards...

11/3,K/8 (Item 8 from file: 2)

DIALOG(R)File 2:INSPEC

(c) 2004 Institution of Electrical Engineers. All rts. reserv.

5488007 INSPEC Abstract Number: A9705-9780-012

Title: The UV O I triplet and H Lyman beta pumping in the zeta Aurigae star HR 6902

Author(s): Marshall, K.P.

Author Affiliation: Inst. of Astron., Cambridge Univ., UK

Journal: Monthly Notices of the Royal Astronomical Society vol.283, no.1 p.77-84

Publisher: Blackwell Science for R. Astron. Soc,

Publication Date: 1 Nov. 1996 Country of Publication: UK

CODEN: MNRAA4 ISSN: 0035-8711

SICI: 0035-8711(19961101)283:1L.77:TLPA;1-2

Material Identity Number: M012-96021

U.S. Copyright Clearance Center Code: 0035-8711/96/\$11.50

Language: English

Subfile: A

Copyright 1997, IEE

Abstract: The radiative transfer code MULTI has been used, in conjunction with a model photosphere and chromosphere for the primary star of the zeta Aur system HR 6902, and a 14-level oxygen atomic model which incorporates up-to-date atomic data...

... be impossible to reproduce the observed IUE integrated flux for the triplet without taking into account the effects of H Lyman beta pumping. The part played by collisions is found to...

...Identifiers: radiative transfer code MULTI...

11/3,K/9 (Item 9 from file: 2)

DIALOG(R)File 2:INSPEC

(c) 2004 Institution of Electrical Engineers. All rts. reserv.

5311657 INSPEC Abstract Number: C9608-7120-017

Title: Perceived security threats to today's accounting information systems: a survey of CISAs

Author(s): Davis, C.E.

Author Affiliation: Dept. of Accounting & Bus. Law, Baylor Univ., Waco, TX, USA

Journal: IS Audit & Control Journal vol.3 p.38-41

Publisher: Inf. Syst. Audit. & Control Assoc,

Publication Date: 1996 Country of Publication: USA

CODEN: IACJET ISSN: 1076-4100

SICI: 1076-4100(1996)3L.38:PSTT;1-E

Material Identity Number: C305-96004

U.S. Copyright Clearance Center Code: 1076-4100/96/\$2.50+25

Language: English

Subfile: C

Copyright 1996, IEE

Title: Perceived security threats to today's accounting information

Search Report from Ginger R. DeMille

systems: a survey of CISAs

...Abstract: are being adopted into organizations' accounting information systems. With these technological advancements however, come new **security** concerns for the information systems auditor. In fact, **security** concerns were recently included in the AICPA's list of the top 15 technology issues ...

... In a recent survey conducted in 1994 by Ernst & Young's Information Systems Auditing and **Security** Services group and Information Week, 79 percent of information systems managers and executives in firms with over 2,500 **employees** believe that information **system security** risks have increased. The survey also revealed that management is sometimes willing to sacrifice **system security** for the sake of implementing new technology. Perhaps this could explain some of the problems...

Descriptors: **accounts data processing...**

... **security of data**

Identifiers: **perceived security threats...**

... **security concerns...**

...**information system security risks...**

...**system security ;**

11/3,K/10 (Item 10 from file: 2)

DIALOG(R)File 2:INSPEC

(c) 2004 Institution of Electrical Engineers. All rts. reserv.

4958962

Title: **Tips on balancing privacy rights at the job site**

Journal: Communications News vol.32, no.4 p.30-1, 33

Publication Date: April 1995 Country of Publication: USA

CODEN: CMUNA9 ISSN: 0010-3632

Language: English

Subfile: D

Copyright 1995, IEE

...Abstract: the never-ending labor vs. management conflict. You have to balance the privacy rights of **employees**, the need for **system security** and management of company resources, the rights of **third parties** to **access** company files and other issues.

...Descriptors: **security of data**

...Identifiers: **system security ; ...**

... **third party access rights**

11/3,K/11 (Item 11 from file: 2)

DIALOG(R)File 2:INSPEC

(c) 2004 Institution of Electrical Engineers. All rts. reserv.

03406583 INSPEC Abstract Number: C89043926

Title: **Automating the provision of social assistance through online computer systems technology**

Author(s): Cohen, M.

Search Report from Ginger R. DeMille

Author Affiliation: Comput. Services Dept., City of Winnipeg, Man., Canada

Conference Title: URISA '88 - Mapping the Future. The 26th Annual Conference of the Regional Information Systems Association p.153-67 vol.4

Editor(s): Croswell, P.L.

Publisher: Urban & Regional Inf. Syst. Assoc, Washington, DC, USA

Publication Date: 1988 Country of Publication: USA 5 vol.
(x+154+ix+155+xi+334+xi+389+x+74) pp.

Conference Date: 7-11 Aug. 1988 Conference Location: Los Angeles, CA, USA

Language: English

Subfile: C

...Abstract: enables record-keeping and financial management. Record-keeping entails management of five logically linked IMS databases for cases, clients, social workers, landlords and address accommodations. At the financial level the system keeps ledgers of all aid, breaking it down into constituent components and providing numerous calculation facilities. Extensive editing and security controls are implemented throughout.

Descriptors: accounts data processing...

...Identifiers: security controls

11/3,K/12 (Item 12 from file: 2)

DIALOG(R)File 2:INSPEC

(c) 2004 Institution of Electrical Engineers. All rts. reserv.

01282772 INSPEC Abstract Number: C79002075

Title: Technical problems of data communication (social security information)

Author(s): Wulff, C.-E.

Author Affiliation: Regional Social Insurance Inst., Oldenburg, West Germany

Journal: Automatic Data Processing Information Bulletin no.22 p. 21-3

Publication Date: 1977 Country of Publication: Belgium

CODEN: ADPBD2 ISSN: 0379-0258

Language: English

Subfile: C

Title: Technical problems of data communication (social security information)

Abstract: If the data on migrant workers are to be processed rapidly yet with economy of staff, all the relevant information on...

... fruit only in the course of time, the recommendations made today must also take into account the technical advances of tomorrow.

11/3,K/13 (Item 13 from file: 2)

DIALOG(R)File 2:INSPEC

(c) 2004 Institution of Electrical Engineers. All rts. reserv.

01122331 INSPEC Abstract Number: C77027350

Title: ERISA and the computer

Author(s): Roberts, W.P., Jr.

Search Report from Ginger R. DeMille

Author Affiliation: ERISA, Philadelphia, PA, USA
Journal: Management Controls vol.23, no.8 p.200-3
Publication Date: Dec. 1976 Country of Publication: USA
CODEN: MCNTBX
Language: English
Subfile: C

Abstract: Guiding a pension plan safely through the complex requirements of the Employee Retirement Income **Security** Act of 1974 (ERISA) is very dependent upon the aid of a computer. For any but the smallest plans, the diversified **services** of an integrated computer systems, **accessing** a carefully structured **employee data bank**, can be of major importance to the success of the plan. This article outlines the...

11/3,K/14 (Item 1 from file: 35)
DIALOG(R)File 35:Dissertation Abs Online
(c) 2004 ProQuest Info&Learning. All rts. reserv.

01827993 ORDER NO: AADAA-I1404080
Social security reform in the 21st century: An analysis of the George W. Bush reform plan
Author: Jungmeyer, Angleique K.
Degree: M.S.
Year: 2001
Corporate Source/Institution: University of Missouri - Kansas City (0134
)
Source: VOLUME 39/05 of MASTERS ABSTRACTS.
PAGE 1323. 97 PAGES
ISBN: 0-493-19127-5

Social security reform in the 21st century: An analysis of the George W. Bush reform plan

The purpose of this study is to determine the probable effects on the Social **Security** system if the George W. Bush Social **Security** plan is implemented.

Background information about the program is provided, as well as an overview of the present state of the Social **Security** reform debate. Both extremes of the debate are presented to gain an understanding of the...
...in decreased levels of retirement income for most Americans, destroy the progressive nature of present **system**, cause many **workers** to lose a portion of the money that is invested in personal **accounts**, which will require a government bailout, and will likely benefit only Wall Street brokers and...

11/3,K/15 (Item 2 from file: 35)
DIALOG(R)File 35:Dissertation Abs Online
(c) 2004 ProQuest Info&Learning. All rts. reserv.

01789313 ORDER NO: AADAA-I9999486
The effect of the tax subsidy on risk pooling in the employment-based health insurance market
Author: Ketsche, Patricia Gregory
Degree: Ph.D.
Year: 2000
Corporate Source/Institution: Georgia State University (0079)

Search Report from Ginger R. DeMille

Source: VOLUME 61/12-A OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 4853. 201 PAGES
ISBN: 0-493-07877-0

...known effect of the tax subsidy on plan generosity will be greatest for low-risk **employees**.

Data from the 1996, 1997, and 1998 Current Population Survey and from the 1987 National Medical...

...the tax subsidy and eligibility, participation, coverage levels, and contributions for workers. State income tax **code** variations permit analysis of the effect of the tax subsidy on employment-based coverage. Results...

...the health insurance market must also consider the potential for such a change to reduce **access** to group **health insurance** disproportionately for these groups. The tax subsidy strengthens the link between health insurance and employment, facilitating pooling of different **health** risks. Pooling will improve **access** to coverage for the high-risk with a positive effect on welfare if health care...

11/3, K/16 (Item 3 from file: 35)
DIALOG(R)File 35:Dissertation Abs Online
(c) 2004 ProQuest Info&Learning. All rts. reserv.

01627925 ORDER NO: AAD98-22574
BEHAVIORAL RESPONSES TO SOCIAL SECURITY PRIVATIZATION: EVIDENCE FROM THE CHILEAN REFORM (SAVINGS, CONSUMPTION, LABOR SUPPLY)

Author: CORONADO, JULIA LYNN

Degree: PH.D.

Year: 1997

Corporate Source/Institution: THE UNIVERSITY OF TEXAS AT AUSTIN (0227)

Source: VOLUME 59/01-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 247. 148 PAGES

BEHAVIORAL RESPONSES TO SOCIAL SECURITY PRIVATIZATION: EVIDENCE FROM THE CHILEAN REFORM (SAVINGS, CONSUMPTION, LABOR SUPPLY)

In this dissertation I examine some of the issues raised by social **security** privatization using evidence from the Chilean reform, concentrating on the impact of privatization at the individual and household level. In 1980, Chile privatized its social **security** system. The reform replaced a pay-as-you-go (PAYG) system with a fully-funded **system** in which the contributions of **workers** are placed in personal **accounts** in private financial institutions selected by the individual. This dissertation employs several micro data bases to explore the effects of social **security** reform on the labor supply and savings decisions of system participants. I begin with an...

...model and develop a framework for analyzing the extent to which participants value their social **security** contributions under each system. The value participants place on their contributions is a measure of...

...of each system. I find that privatization significantly decreased the distortionary impact of the social **security** payroll tax on the labor supply decisions of participants. Finally I examine the impact of...

...illuminated in this dissertation are relevant for the many countries

Search Report from Ginger R. DeMille

Says that the Internet presents **security** problems that can be resolved by encryption and firewalls. Includes one sidebar and one product...

Descriptors: **Security** ; Remote Computing; Mobile Computing; Problem-solving; Business

11/3,K/36 (Item 8 from file: 233)

DIALOG(R)File 233:Internet & Personal Comp. Abs.

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00400090 95CR10-010

Crime fighters: reseller community can 'throw the book' at hackers --
Sound suggestions: begin with risk-analysis survey

Yamada, Ken

Computer Reseller News , October 2, 1995 , n651 p49-50, 2 Page(s)

ISSN: 0893-8377

Company Name: O'Reilly and Associates

Product Name: Computer Crime, A Crime-fighter's Handbook

... Crime, A Crime-fighter's Handbook'' (\$NA), a book dealing with all aspects of computer **security** , by David Icove, Karl Seger, and William VonStorch, published in 1995 by O'Reilly & Associates...

...but adds that only about 3% of these are from outside attacks; disgruntled and dishonest **employees** account for nearly 20% of **data** loss and human error **accounts** for about. Mentions that it is important to first do a risk-analysis survey...

Descriptors: **Security** ; Crime; Ethics; Problem-solving

11/3,K/37 (Item 9 from file: 233)

DIALOG(R)File 233:Internet & Personal Comp. Abs.

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00342050 94IF03-006

Be prepared before your fire -- Make sure the organization has a safety net ready when an employee's position is terminated.

Wood, Charles Cresson

Info Security News , March 1, 1994 , v5 n2 p51-54, 3 Page(s)

ISSN: 1051-2500

Discusses the need for all companies to have termination-related **security** procedures to protect them from various types of damage from disgruntled ex-employees. Says to...

... and building guards, of a terminated employee. Says the information systems department should compile a **database** of all **employee**'s **system** privileges. Says to establish safety nets if for some reason system-**security** administrators are not aware of the termination: 1. Automatically revoking user privileges on dormant **accounts** ; 2. Automatic, system-level logging capabilities to detect any dramatic changes in users' normal activities; 3. Have individual **accounts** , not group **accounts** . Includes a sidebar on fidelity insurance, and a sidebar with a termination checklist. Contains one...

Descriptors: **Security** ; Employment; Layoffs; Standards

11/3,K/38 (Item 1 from file: 256)

Search Report from Ginger R. DeMille

DIALOG(R) File 256:TecInfoSource
(c)2004 Info.Sources Inc. All rts. reserv.

00136035 DOCUMENT TYPE: Review

PRODUCT NAMES: eProvision Software (ePM) (094358)

TITLE: The World of Resource Provisioning
AUTHOR: Reese, Andrew K
SOURCE: iSource Business, p30(3) Nov 2001
HOMEPAGE: <http://www.isourceonline.com>

RECORD TYPE: Review
REVIEW TYPE: Product Analysis
GRADE: Product Analysis, No Rating

REVISION DATE: 20021125

Such companies as Oppenheimer Funds are using e-provisioning technology from **vendors** like Business Layers and **Access360** to streamline IT management demands. For example, employing Access360's e-provisioning technology, Oppenheimer can simplify the regular updating of 27,000 **passwords**. With productivity improvements, IT managers predict that the system will deliver a return on investment...

...Day One software can be used to manage internal and external system access. Beyond handling **password** updates, the application can provision office space, computer equipment, cellular phones, software, and other resources...

...about system needs. E-provisioning software also can streamline self-help functions. Employing its Access360 **system**, Oppenheimer Funds provides **employees** with self-service **password** options. Oppenheimer also uses the system to streamline deprovisioning processes, preventing former employees from accessing...

11/3, K/39 (Item 2 from file: 256)
DIALOG(R) File 256:TecInfoSource
(c)2004 Info.Sources Inc. All rts.. reserv.

00135826 DOCUMENT TYPE: Review

PRODUCT NAMES: Identity Management Suite (079731)

TITLE: Identity Management Suite
AUTHOR: Walsh, Lawrence M
SOURCE: Information Security, v4 n11 p111(1) Nov 2001
ISSN: 1096-8903
HOMEPAGE: <http://www.infosecuritymag.com>

RECORD TYPE: Review
REVIEW TYPE: Review
GRADE: A

REVISION DATE: 20020630

...service features of Courion's PasswordCourier and ProfileCourier, gets excellent scores overall. New features include **account** provisioning and digital certificate registration. With information created in

Search Report from Ginger R. DeMille

ProfileCourier, users can provision their own...
...to resources required to do his or her job, but prevents unauthorized access to other data, such as sales or HR databases. CertificateCourier operates with public key infrastructure (PKI) and the Entrust Certificate Authority to distribute certificates...

...and enroll the certificates for digital signing of internal documents and transactions. Users can reset passwords and enroll digital certificates, but the system is secure, assuming that responses stay secret. However, account provisioning in Identity Management Suite is problematic because users seem to have too much control...

DESCRIPTORS: Computer Security ; Digital Certificates; LANs; Network Administration; Network Directories; Network Software; Password Protection; System Monitoring; User Identity Management

11/3,K/40 (Item 3 from file: 256)
DIALOG(R)File 256:TecInfoSource
(c)2004 Info.Sources Inc. All rts. reserv.

00134678 DOCUMENT TYPE: Review

PRODUCT NAMES: enRole (010316)

TITLE: Access Baggage: A 'master key' for your IT system gets new hires...
AUTHOR: Sibillin, Anthony Cook, Dave
SOURCE: CFO, v17 n12 p14(1) Sep 2001
ISSN: 8756-7113
HOMEPAGE: <http://www.cfonet.com>

RECORD TYPE: Review
REVIEW TYPE: Product Analysis
GRADE: Product Analysis, No Rating

REVISION DATE: 20030728

...needed tools, BP uses enRole to reduce access time to 10 minutes. Tools from such vendors as Access360 and BMC Software allow one human resources administrator to enter a new employee's data into the software through a Web browser. This input launches a sequence of connectors, or blocks of programming code, that tell an operating system or application to establish a new user name and password at a suitable access level. Security is another advantage of user asset management software, says Jim Fullarton of BMC Software, who...

...others that were lapsed or unauthorized. User asset management software primarily removes the risk of account misuse by creating one, centralized repository that encompasses all users and their proper, authorized, and...

DESCRIPTORS: Computer Resource Management; Computer Security ; Configuration Management; Network Administration; Network Software; Password Protection

11/3,K/41 (Item 4 from file: 256)
DIALOG(R)File 256:TecInfoSource
(c)2004 Info.Sources Inc. All rts. reserv.

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00134471 DOCUMENT TYPE: Review

PRODUCT NAMES: Public Health (830488); Terrorism (847399)

TITLE: Anthrax Threat Exposes IT Ills

AUTHOR: Brewin, Bob

SOURCE: Computerworld, v35 n43 p1(2) Oct 22, 2001

ISSN: 0010-4841

Homepage: <http://www.computerworld.com>

RECORD TYPE: Review

REVIEW TYPE: Product Analysis

GRADE: Product Analysis, No Rating

REVISION DATE: 20020819

...in the national public health infrastructure. Currently, only half of U.S. state and territorial **health** departments have ready **access** to the Internet. Twenty percent of public health agencies do not have e-mail systems...

...Missouri's health department, believes that real-time information systems also should monitor and aggregate **data** concerning **worker** absenteeism and pharmacy visits. Currently, the CDC is deploying a new secure information system, Epidemic Information Exchange (Epi-X). However, that system is restricted to state-level users. Integration and **security** concerns have slowed the development of new public health systems.

11/3,K/42 (Item 5 from file: 256)

DIALOG(R)File 256:TecInfoSource

(c)2004 Info.Sources Inc. All rts. reserv.

00126230 DOCUMENT TYPE: Review

PRODUCT NAMES: eeCampus (023795)

TITLE: Workload Cut Via Self-Service: Do-it-yourself benefits software...

AUTHOR: Kosan, Lisa

SOURCE: eWeek, v17 n40 p68(1) Oct 2, 2000

ISSN: 1530-6283

Homepage: <http://www.eweek.com>

RECORD TYPE: Review

REVIEW TYPE: Product Analysis

GRADE: Product Analysis, No Rating

REVISION DATE: 20010430

...tons of paperwork and save \$1.5 million over the next five years. The new **system** allows **employees** to choose from a menu of benefits, change the amount of money to be contributed to 401(k) plans, and update health forms. Such transactions can be done with **password** access to individual **accounts** either from the office or any other connected location, at any time of the day...

11/3,K/43 (Item 1 from file: 474)

Search Report from Ginger R. DeMille

DIALOG(R)File 474:New York Times Abs
(c) 2004 The New York Times. All rts. reserv.

07780018 NYT Sequence Number: 276588000516

THE 2000 CAMPAIGN: THE PIVOTAL ISSUES: BUSH PRESENTS SOCIAL SECURITY AS CRUCIAL TEST

Mitchell, Alison; Dao, James
New York Times, Col. 5, Pg. 1, Sec. A
Tuesday May 16 2000

THE 2000 CAMPAIGN: THE PIVOTAL ISSUES: BUSH PRESENTS SOCIAL SECURITY AS CRUCIAL TEST

ABSTRACT:

Republican presidential candidate Gov George W Bush, casting overhaul of Social Security system as 'test of presidential candidates,' proposes fundamental change in retirement system that would allow workers to choose how to invest some of their payroll taxes; formal call for introduction of individual retirement accounts begins debate that could dominate campaign since he and Vice Pres Al Gore differ sharply...

...that Gore trusts government to manage retirement, while he trusts individual Americans; even though Social Security has long been considered 'third rail' of politics, Bush is gambling that in new economy

...

...stock proposal will prove appealing; Gore responds by questioning what would happen to Social Security investments if economic prosperity abated; has proposed extending life of Social Security until 2054 by devoting interest saved in paying down debt to retirement system; Bush also

...

DESCRIPTORS: Social Security (US); Medicine and Health; Election Issues; Health Insurance; Medicare; Aged; Presidential Election of 2000; Biographical Information; Social Security (US); Medicine and Health; Social Security (US); Medicine and Health

11/3;K/44 (Item 2 from file: 474)

DIALOG(R)File 474:New York Times Abs
(c) 2004 The New York Times. All rts. reserv.

07586423 NYT Sequence Number: 845388980304

BUDGET SURPLUS NEARS, AND PLANS FOR IT APPEAR

Mitchell, Alison
New York Times, Col. 1, Pg. 14, Sec. A
Wednesday March 4 1998

ABSTRACT:

...John R Kasich, Budget Committee head, proposes using part of surplus to create Individual Retirement Accounts for workers paying into Social Security system and part to cut taxes; Speaker Newt Gingrich backs use of surpluses for Social Security (M)

DESCRIPTORS: Finances; Budgets and Budgeting; Social Security (US); Individual Retirement Accounts; Taxation; Federal Taxes (US); Finances; Budgets and Budgeting

Search Report from Ginger R. DeMille

MC- <EPI> T01-N01A2; T01-N02B1; T01-S03; W01-A05B; W01-A06B7E|
FS- EPI||

8/4/2 (Item 2 from file: 350)

DIALOG(R) File 350:Derwent WPIX
(c) 2004 Thomson Derwent. All rts. reserv.

IM- *Image available*
AA- 2004-364426/200434|
XR- <XRPX> N04-291496|
TI- Employee disclosure information tracking system in financial institution, determines disclosure requirements, based on employee status information and received previous disclosures to determine additional disclosure required by employee|
PA- MORO M P (MORO-I); QIAN X (QIAN-I); UBS AG (UBSU-N)|
AU- <INVENTORS> MORO M P; QIAN X|
NC- 105|
NP- 002|
PN- US 20040083220 A1 20040429 US 2002282711 A 20021029 200434 B|
PN- WO 200440468 A1 20040513 WO 2003US34311 A 20031028 200439|
AN- <LOCAL> US 2002282711 A 20021029; WO 2003US34311 A 20031028|
AN- <PR> US 2002282711 A 20021029|
FD- WO 200440468 A1 G06F-017/00
<DS> (National): AE AG AL AM AT AU AZ BA BB BG BR BY BZ CA CH CN CO CR
CU CZ DE DK DM DZ EC EE ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG
KP KR KZ LC LK LR LS LT LU LV MA MD MG MK MN MW MX MZ NI NO NZ OM PG PH
PL PT RO RU SC SD SE SG SK SL SY TJ TM TN TR TT TZ UA UG UZ VC VN YU ZA
ZM ZW
<DS> (Regional): AT BE BG CH CY CZ DE DK EA EE ES FI FR GB GH GM GR HU
IE IT KE LS LU MC MW MZ NL OA PT RO SD SE SI SK SL SZ TR TZ UG ZM ZW|
LA- US 20040083220(15); WO 200440468(E)|
DS- <NATIONAL> AE AG AL AM AT AU AZ BA BB BG BR BY BZ CA CH CN CO CR CU CZ
DE DK DM DZ EC EE ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR
KZ LC LK LR LS LT LU LV MA MD MG MK MN MW MX MZ NI NO NZ OM PG PH PL PT
RO RU SC SD SE SG SK SL SY TJ TM TN TR TT TZ UA UG UZ VC VN YU ZA ZM ZW
|
DS- <REGIONAL> AT; BE; BG; CH; CY; CZ; DE; DK; EA; EE; ES; FI; FR; GB; GH;
GM; GR; HU; IE; IT; KE; LS; LU; MC; MW; MZ; NL; OA; PT; RO; SD; SE; SI;
SK; SL; SZ; TR; TZ; UG; ZM; ZW|
AB- <PN> US 20040083220 A1|
AB- <NV> NOVELTY - A disclosure engine (17) determines disclosure requirements for employee, based on employee status information and received previous disclosures provided by employee from databases (13,15), for determining additional disclosure required by employee, to satisfy disclosures requirements. The engine forwards a employee disclosure form for providing additional disclosure.|
AB- <BASIC> DETAILED DESCRIPTION - An INDEPENDENT CLAIM is also included for employee disclosure information tracking method.
USE - For tracking employee disclosure information in financial institutions and organizations.
ADVANTAGE - Updates the disclosure list including brokerage, registration information, outside business activities, code of ethics, personal account dealing policy, compliance manual and political contributions for implementing new disclosure policy.
DESCRIPTION OF DRAWING(S) - The figure shows the block diagram of the disclosure system.
databases (13,15)
disclosure engine (17)

Search Report from Ginger R. DeMille

pp; 15 DwgNo 1/8|
DE- <TITLE TERMS> EMPLOY; DISCLOSE; INFORMATION; TRACK; SYSTEM; FINANCIAL;
INSTITUTION; DETERMINE; DISCLOSE; REQUIRE; BASED; EMPLOY; STATUS;
INFORMATION; RECEIVE; DETERMINE; ADD; DISCLOSE; REQUIRE; EMPLOY|
DC- T01|
IC- <MAIN> G06F-017/00|
MC- <EPI> T01-J05A2; T01-J05B4P; T01-N01A1; T01-N01A2F; T01-N01D; T01-N02B|
FS- EPI||

8/4/3 (Item 3 from file: 350)
DIALOG(R) File 350:Derwent WPIX
(c) 2004 Thomson Derwent. All rts. reserv.

IM- *Image available*
AA- 2004-224617/200421|
XR- <XRPX> N04-177420|
TI- Mobile assets e.g. visitor tracking system, has sector reader station
with antenna to receive identification data of radio frequency
identification transponder and host system to correlate data with
station identification data|
PA- LYNCH C L (LYNC-I); LYNCH R G (LYNC-I)|
AU- <INVENTORS> LYNCH C L; LYNCH R G|
NC- 001|
NP- 001|
PN- US 20040022227 A1 20040205 US 2002400470 P 20020802 200421 B
<AN> US 2003632246 A 20030801|
AN- <LOCAL> US 2002400470 P 20020802; US 2003632246 A 20030801|
AN- <PR> US 2002400470 P 20020802; US 2003632246 A 20030801|
FD- US 20040022227 A1 H04B-007/00 Provisional application US 2002400470|
LA- US 20040022227(21)|
AB- <PN> US 20040022227 A1|
AB- <NV> NOVELTY - The system has an asset tag (600,700,800) with radio
frequency identification (RFID) transponder to store an identification
data associated with a mobile asset. A sector reader station (300) has
an antenna to receive the identification data. The data is communicated
to a host system (100) that correlates the data and a reader station
identification data. A display board (200) displays the location of the
mobile asset.|
AB- <BASIC> USE - Used for tracking a mobile asset e.g. visitor, employee
and equipment in theme/amusement park, shopping mall, skateboard park,
water park, skating rink, trade show and sporting event.
ADVANTAGE - The system allows asset position to be monitored in
free-flow movement state, thereby allowing the park/resort or facility
to analyze traffic flow patterns, to determine employee movements and
efficiencies. The system allows end users to utilize e-commerce
accounts and increases safety and security .
DESCRIPTION OF DRAWING(S) - The drawing shows a view of a system
for asset tracking.
Host system (100)
Correlation database (100A)
Display board (200)
Reader station (300)
Asset tag (600,700,800)
pp; 21 DwgNo 1/12|
DE- <TITLE TERMS> MOBILE; VISIT; TRACK; SYSTEM; SECTOR; READ; STATION;
ANTENNA; RECEIVE; IDENTIFY; DATA; RADIO; FREQUENCY; IDENTIFY;
TRANSPOUNDER; HOST; SYSTEM; CORRELATE; DATA; STATION; IDENTIFY; DATA|
DC- T04; W02; W05|

Search Report from Ginger R. DeMille

IC- <MAIN> H04B-007/001
MC- <EPI> T04-K02; W02-G05A; W05-B01A5B|
FS- EPI||

8/4/4 (Item 4 from file: 350)
DIALOG(R)File 350:Derwent WPIX
(c) 2004 Thomson Derwent. All rts. reserv.

IM- *Image available*
AA- 2004-209649/200420|
XR- <XRPX> N04-166598|
TI- **Security account** establishment management **system** receives personal information of **employees** from company cooperator through Internet, for establishing **security account** |
PA- NIKKO CORDIAL SHOKEN KK (NIKK-N)|
NC- 001|
NP- 001|
PN- JP 2004070728 A 20040304 JP 2002230176 A 20020807 200420 B|
AN- <LOCAL> JP 2002230176 A 20020807|
AN- <PR> JP 2002230176 A 20020807|
LA- JP 2004070728(16)|
AB- <PN> JP 2004070728. A|
AB- <NV> NOVELTY - An insurance company (1) receives the personal information of employees (3) from the company cooperator and sends the information to **security** firm (2) through Internet. The **security** firm establishes the **security account** collecting for each employee based on the personal information received from company cooperator.|
AB- <BASIC> USE - For managing **security accounts** of employees in company or any organization while allocating shares to employees.
ADVANTAGE - Enables to establish the **security account** automatically while improving the interaction with each employee.
DESCRIPTION OF DRAWING(S) - The figure shows a block diagram of the **security account** establishment management system. (Drawing includes non-English language text).
company (1)
 security firm (2)
 employee (3)
 pp; 16 DwgNo 1/12|
DE- <TITLE TERMS> SECURE; **ACCOUNT** ; ESTABLISH; MANAGEMENT; SYSTEM; RECEIVE ; PERSON; INFORMATION; EMPLOY; COMPANY; THROUGH; ESTABLISH; SECURE; **ACCOUNT** |
DC- T01; T05|
IC- <MAIN> G06F-017/60|
MC- <EPI> T01-J05A2E; T01-J05A2F; T01-N01A1; T01-N01A2F; T01-N01D; T05-L02|
FS- EPI||

8/4/5 (Item 5 from file: 350)
DIALOG(R)File 350:Derwent WPIX
(c) 2004 Thomson Derwent. All rts. reserv.

IM- *Image available*
AA- 2004-153980/200415|
DX- <RELATED> 1997-402127; 1997-489173|
XR- <XRPX> N04-123015|
TI- Computerized financial product search method in data processing system, involves providing quote for financial product at personal computer of

Search Report from Ginger R. DeMille

employee, based on entered health criteria and sex, using front-end network gateways|

PA- RYAN EVALULIFE SYSTEMS INC (RYAN-N)|

AU- <INVENTORS> MARQUART R G; RYAN R B|

NC- 001|

NP- 001|

PN- US 6684189 B1 20040127 US 92912978 A 19920817 200415 B
<AN> US 94210395 A 19940318
<AN> US 97906736 A 19970804|

AN- <LOCAL> US 92912978 A 19920817; US 94210395 A 19940318; US 97906736 A 19970804|

AN- <PR> US 97906736 A 19970804; US 92912978 A 19920817; US 94210395 A 19940318|

FD- US 6684189 B1 G06F-017/60 CIP of application US 92912978
CIP of application US 94210395
CIP of patent US 5655085
CIP of patent US 5673402|

LA- US 6684189(239)|

AB- <PN> US 6684189 B1|

AB- <NV> NOVELTY - A personal computer (PC) (2) of **employee** has **data** input screens (4) to display forms received from digital computer (8) through communication system (6), for soliciting entry of financial product selection criteria e.g. health criteria and sex. The selection criteria are transmitted to computer (8), to provide a quote for financial product at the PC accordingly, using front end network gateways.|

AB- <BASIC> USE - In data processing system for searching financial products such as life insurance e.g. permanent life insurance, universal life insurance, joint life insurance policy, joint and survivor life insurance policy, variable life insurance, annuity e.g. immediate annuity, deferred annuity, mortgage e.g. home equity mortgage, balloon repayment mortgage, fixed interest mortgage, variable interest mortgage, tax favored **account**, individual retirement **account**, Keough plan, 401(k) plan, **security**, zero coupon bond, US treasury derivative and municipal bond.

ADVANTAGE - The quote for a financial product is provided quickly at the employee personal computer, without requiring much labor from the employee.

DESCRIPTION OF DRAWING(S) - The figure shows a schematic view of computerized insurance and mortgage illustration system.

personal computer (2)
data input screens (4)
communication system (6)
digital computer (8)
system database (17)
pp; 239 DwgNo 1/63|

DE- <TITLE TERMS> COMPUTER; FINANCIAL; PRODUCT; SEARCH; METHOD; DATA; PROCESS; SYSTEM; FINANCIAL; PRODUCT; PERSON; COMPUTER; EMPLOY; BASED; ENTER; HEALTH; CRITERIA; SEX; FRONT; END; NETWORK; GATEWAY|

DC- T01|

IC- <MAIN> G06F-017/60|

MC- <EPI> T01-N01A2E|

FS- EPI||

8/4/6 (Item 6 from file: 350)
DIALOG(R)File 350:Derwent WPIX
(c) 2004 Thomson Derwent. All rts. reserv.

Search Report from Ginger R. DeMille

IM- *Image available*
AA- 2003-803550/2003751
XR- <XRPX> N03-6441991
TI- Electronic payroll and work management **system** for labor intensive industries, compares **employee account** and **personal identification** numbers with prestored numbers, to authenticate employee for providing check in/out status|
PA- BEN-AISSA N (BENA-I); AMERICAN EPS INC (AMEP-N)|
AU- <INVENTORS> BEN-AISSA N|
NC- 001|
NP- 002|
PN- US 20030197055 A1 20031023 US 2002372983 P 20020417 200375 B
<AN> US 2002183767 A 20020627|
PN- US 6764013 B2 20040720 US 2002372983 P 20020417 200448
<AN> US 2002183767 A 20020627|
AN- <LOCAL> US 2002372983 P 20020417; US 2002183767 A 20020627; US 2002372983 P 20020417; US 2002183767 A 20020627|
AN- <PR> US 2002372983 P 20020417; US 2002183767 A 20020627|
FD- US 20030197055 A1 G06F-017/60 Provisional application US 2002372983
FD- US 6764013 B2 G06K-007/10 Provisional application US 2002372983|
LA- US 20030197055(20)|
AB- <PN> US 20030197055 A1|
AB- <NV> NOVELTY - A computer in communication with automatic teller machine (ATM)-payroll and work management (APW) terminal (20), compares unique identification (ID) **account** number and personal ID number read by terminal from APW card (23), with number prestored in memory. When the numbers corresponds, the employee **account** number is authenticated and provides current time as payroll check-in/check-out status of respective employee.|
AB- <BASIC> DETAILED DESCRIPTION - INDEPENDENT CLAIMS are also included for the following:
(1) electronic payroll processing method; and
(2) ATM-payroll-work management electronic terminal.
USE - Automatic teller machine-payroll-work management (APW) system for labor-intensive industries such as janitorial services and fast food franchises.
ADVANTAGE - The employee payrolls are processed within short time period, thereby paying the employees immediately. Also minimizes the payroll frauds and expense.
DESCRIPTION OF DRAWING(S) - The figure shows a top plan view of the APW electronic payroll system.
APW terminal (20)
display screen (21)
slot (22)
APW card (23)
keys (30-34)
pp; 20 DwgNo 2/8|
DE- <TITLE TERMS> ELECTRONIC; WORK; MANAGEMENT; SYSTEM; LABOUR; INTENSE; INDUSTRIAL; COMPARE; EMPLOY; **ACCOUNT**; PERSON; IDENTIFY; NUMBER; NUMBER; AUTHENTICITY; EMPLOY; CHECK; STATUS|
DC- T01; T05|
IC- <MAIN> G06F-017/60; G06K-007/10|
IC- <ADDITIONAL> G06K-007/10|
MC- <EPI> T01-J05A2B; T05-D01; T05-L03C1|
FS- EPI||

8/4/7 (Item 7 from file: 350)
DIALOG(R)File 350:Derwent WPIX

Search Report from Ginger R. DeMille

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IM- *Image available*
AA- 2003-755663/200371|
XR- <XRPX> N03-605481|
TI- Computer apparatus using method for managing **access** to **payroll** and direct deposit data, involves sending corresponding payroll **data** over network **employees** direct deposit **data** satisfies specified criteria|
PA- TALX CORP (TALX-N)|
AU- <INVENTORS> CANFIELD J W|
NC- 001|
NP- 001|
PN- US 20030149660 A1| 20030807 US 200268061 A 20020205 200371 B|
AN- <LOCAL> US 200268061 A 20020205|
AN- <PR> US 200268061 A 20020205|
LA- US 20030149660(13)|
AB- <PN> US 20030149660 A1|
AB- <NV> NOVELTY - The method involves receiving **employee** identification **data** from an **employee** over a network. The **data** is matched to the corresponding payroll data and direct deposit data in a computer system. The payroll data is sent over the network to the **employee** when the direct deposit **data** satisfies the criteria.|
AB- <BASIC> DETAILED DESCRIPTION - An INDEPENDENT CLAIM is also included for a computer based system for managing **access** to **payroll** **data** and direct deposit **data** for **employees** over a network.
 USE - Used for utilizing computer apparatus for managing **access** to **payroll** and direct deposit data over networks.
 ADVANTAGE - The method allows employers to avoid spending valuable time processing routine employee payroll information requests by providing only the important payroll information. The method provides higher speed, flexibility and **security** in managing and allocating the earnings of the employees.
 DESCRIPTION OF DRAWING(S) - The drawing shows a flow chart for performing the computer apparatus using method for managing payroll and direct deposit data.
 pp; 13 DwgNo 2/2|
DE- <TITLE TERMS> COMPUTER; APPARATUS; METHOD; MANAGE; ACCESS; DIRECT; DEPOSIT; DATA; SEND; CORRESPOND; DATA; NETWORK; EMPLOY; DIRECT; DEPOSIT ; DATA; SATISFY; SPECIFIED; CRITERIA|
DC- T01|
IC- <MAIN> G06F-017/60|
MC- <EPI> T01-J05A2; T01-N01A|
FS- EPI||

8/4/8 (Item 8 from file: 350)

DIALOG(R)File 350:Derwent WPIX

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IM- *Image available*
AA- 2003-597452/200356|
DX- <RELATED> 2002-291315; 2002-350889; 2002-361074; 2002-403634; 2002-434492; 2002-689576; 2003-016730; 2003-110525; 2003-606493; 2003-606496; 2003-606498; 2003-606499; 2003-606675; 2003-616284; 2003-616533; 2003-625820; 2003-659967; 2003-660122; 2003-661790; 2003-661791; 2003-661792; 2003-662347; 2003-662348; 2003-811610; 2004-120827; 2004-542520|
XR- <XRPX> N03-476178|

Search Report from Ginger R. DeMille

TI- Account -based digital signature system for e-commerce, identifies security features retrievable by unique identifier upon successful authentication, to gauge risk for fraudulently sent digital signature|
PA- FIRST DATA CORP (FIRS-N)|
AU- <INVENTORS> WHEELER A M; WHEELER L H|
NC- 001|
NP- 001|
PN- US 20030097561 A1 20030522 US 2000223076 P 20000804 200356 B
<AN> WO 2001US41587 A 20010806
<AN> US 2003248623 A 20030201|
AN- <LOCAL> US 2000223076 P 20000804; WO 2001US41587 A 20010806; US
2003248623 A 20030201|
AN- <PR> US 2000223076 P 20000804; WO 2001US41587 A 20010806; US 2003248623
A 20030201|
FD- US 20030097561 A1 H04L-009/00 Provisional application US 2000223076
Cont of application WO 2001US41587|
LA- US 20030097561(127)|
AB- <PN> US 20030097561 A1|
AB- <NV> NOVELTY - The system authenticates the electronic message using the public key associated with information identified by unique identifier. The security features retrievable by the unique identifier as being the security features of genuine device are identified upon successful authentication. Based on identified security features, risk is gauged for fraudulently sent digital signature.|
AB- <BASIC> DETAILED DESCRIPTION - An INDEPENDENT CLAIM is also included for account -based digital signature method.
USE - For e-commerce for maintaining financial institution account , brokerage account , bill payment services account , credit bureau account , patient medical records account , practice management account , government benefits account , employee database authorization account , secure area authorization account .
ADVANTAGE - Provides an account based digital signature system in which accounts are digitally signed, thereby establishing secure financial transactions.
DESCRIPTION OF DRAWING(S) - The figure shows an account based digital signature system.
pp; 127 DwgNo 2/76|
DE- <TITLE TERMS> ACCOUNT ; BASED; DIGITAL; SIGNATURE; SYSTEM; IDENTIFY; SECURE; FEATURE; RETRIEVAL; UNIQUE; IDENTIFY; SUCCESS; AUTHENTICITY; GAUGE; RISK; SEND; DIGITAL; SIGNATURE|
DC- T01; W01|
IC- <MAIN> H04L-009/00|
MC- <EPI> T01-D01; T01-N01A1; T01-N02B1B; W01-A05B|
FS- EPI||

8/4/9 (Item 9 from file: 350)
DIALOG(R)File 350:Derwent WPIX
(c) 2004 Thomson Derwent. All rts. reserv.

IM- *Image available*|
AA- 2003-447635/200342|
XR- <XRXPX> N03-356971|
TI- Employee benefit system provides multiple services including employer corporate stock plan and retirement plan, during accessing of benefit provider system of financial service corporation|
PA- UBS PAINEWBBER INC (UBSP-N); DADDARIO D V (DADD-I); WANG Y (WANG-I)|

Search Report from Ginger R. DeMille

AU- <INVENTORS> DADDARIO D V; WANG Y|
NC- 101|
NP- 004|
PN- US 20030040995 A1 20030227 US 2001935981 A 20010823 200342 B|
PN- WO 200319329 A2 20030306 WO 2002US26771 A 20020823 200342
PN- EP 1436748 A2 20040714 EP 2002796412 A 20020823 200446
<AN> WO 2002US26771 A 20020823
PN- AU 2002332630 A1 20030310 AU 2002332630 A 20020823 200452|
AN- <LOCAL> US 2001935981 A 20010823; WO 2002US26771 A 20020823; EP
2002796412 A 20020823; WO 2002US26771 A 20020823; AU 2002332630 A
20020823|
AN- <PR> US 2001935981 A 20010823|
FD- WO 200319329 A2 G06F-000/00
<DS> (National): AE AG AL AM AT AU AZ BA BB BG BR BY BZ CA CH CN CO CR
CU CZ DE DK DM DZ EC EE ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG
KP KR KZ LC LK LR LS LT LU LV MA MD MG MK MN MW MX MZ NO NZ OM PH PL PT
RO RU SD SE SG SI SK SL TJ TM TN TR TT TZ UA UG UZ VN YU ZA ZM ZW
<DS> (Regional): AT BE BG CH CY CZ DE DK EA EE ES FI FR GB GH GM GR IE
IT KE LS LU MC MW MZ NL OA PT SD SE SK SL SZ TR TZ UG ZM ZW
FD- EP 1436748 A2 G06F-017/60 Based on patent WO 200319329
<DS> (Regional): AL AT BE BG CH CY CZ DE DK EE ES FI FR GB GR IE IT LI
LT LU LV MC MK NL PT RO SE SI SK TR
FD- AU 2002332630 A1 G06F-017/60 Based on patent WO 200319329|
LA- US 20030040995(19); WO 200319329(E); EP 1436748(E)|
DS- <NATIONAL> AE AG AL AM AT AU AZ BA BB BG BR BY BZ CA CH CN CO CR CU CZ
DE DK DM DZ EC EE ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR
KZ LC LK LR LS LT LU LV MA MD MG MK MN MW MX MZ NO NZ OM PH PL PT RO RU
SD SE SG SI SK SL TJ TM TN TR TT TZ UA UG UZ VN YU ZA ZM ZW|
DS- <REGIONAL> AT; BE; BG; CH; CY; CZ; DE; DK; EA; EE; ES; FI; FR; GB; GH;
GM; GR; IE; IT; KE; LS; LU; MC; MW; MZ; NL; OA; PT; SD; SE; SK; SL; SZ;
TR; TZ; UG; ZM; ZW; AL; LI; LT; LV; MK; RO; SI|
AB- <PN> US 20030040995 A1|
AB- <NV> NOVELTY - A benefit provider system of a financial service
corporation, is accessible from an employer system for providing
multiple services including employer corporate stock plan and
retirement plan.|
AB- <BASIC> DETAILED DESCRIPTION - INDEPENDENT CLAIMS are also included for
the following:
(1) benefit provider system; and
(2) user benefit information access method.
USE - For providing employee benefit information such as
financial-related benefits such as employee corporate stock plans (e.g.
stock option, purchase plans and stock grants), retirement saving
plans, pension plans, financial service tools, also applicable for
providing information regarding wills, estate taxes, etc.
ADVANTAGE - Provides a single sign for accessing numerous
employee benefits or services, thus enabling employees to obtain
consolidated benefit information. Integrates number of tools such as
financial planning, security trading, access of market data and
research.
DESCRIPTION OF DRAWING(S) - The figure shows a block diagram of
employee benefit system.
pp; 19 DwgNo 1/10|
DE- <TITLE TERMS> EMPLOY; BENEFICIAL; SYSTEM; MULTIPLE; SERVICE; STOCK;
PLAN; PLAN; ACCESS; BENEFICIAL; SYSTEM; FINANCIAL; SERVICE; CORPORATION
|
DC- T01|
IC- <MAIN> G06F-000/00; G06F-017/60|
MC- <EPI> T01-J05A2A1|

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FS- EPI||

8/4/10 (Item 10 from file: 350)

DIALOG(R)File 350:Derwent WPIX

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AA- 2003-355840/200334|

XR- <XRPX> N03-284193|

TI- System and method for reimbursing travelling expenses|

PA- WEICHUANGZITO CO LTD (WEIC-N)|

AU- <INVENTORS> FAN C; LIN P; ZHENG WI|

NC- 001|

NP- 001|

PN- CN 1393805 A 20030129 CN 2001122042 A 20010625 200334 B|

AN- <LOCAL> CN 2001122042 A 20010625|

AN- <PR> CN 2001122042 A 20010625|

AB- <PN> CN 1393805 A|

AB- <NV> NOVELTY - The invention discloses the system and method for submitting a traveling expense account. The system receives the data paid from the credit card issued by the authorized organization and held by the employees and the data are stored on the database. Each datum is relevant to the identification code of a credit card. When the employee logs on the system by using the identification code of the employee, based on the identification code of the employee, the system searches the data paid by the identified card held by the identified employee. The employee can edit and restore the data to the database. After being validated by the supervisor, the traveling expense is paid by the accounting system.|

AB- <BASIC> DwgNo 0/0|

DE- <TITLE TERMS> SYSTEM; METHOD; TRAVEL; EXPENSE|

DC- T01; T05|

IC- <MAIN> G06F-017/80|

MC- <EPI> T01-J05A1; T05-H02C3|

FS- EPI||

8/4/11 (Item 11 from file: 350)

DIALOG(R)File 350:Derwent WPIX

(c) 2004 Thomson Derwent. All rts. reserv.

IM- *Image available*

AA- 2003-018016/200301|

XR- <XRPX> N03-013891|

TI- User file creation method for used in enterprise, involves populating company and location codes in profile entry, based on user selection of displayed descriptions of company group locations|

PA- INT BUSINESS MACHINES CORP (IBMC)|

AU- <INVENTORS> CASON S P; MUNSON J I|

NC- 001|

NP- 001|

PN- US 20020138758 A1 20020926 US 2001815318 A 20010322 200301 B|

AN- <LOCAL> US 2001815318 A 20010322|

AN- <PR> US 2001815318 A 20010322|

LA- US 20020138758(6)|

AB- <PN> US 20020138758 A1|

AB- <NV> NOVELTY - A profile entry including user and company group identifiers are prepared for each new user, and selected in response to access by the authorized user. User descriptions of locations are

Search Report from Ginger R. DeMille

displayed for the company group, when profile entry does not include company and location codes. The company and location codes are populated to the profile entry, based on user selection of location description.|

AB- <BASIC> DETAILED DESCRIPTION - INDEPENDENT CLAIMS are included for the following:

- (1) User profile creation system;
- (2) User profile creation program; and
- (3) Machine readable storage medium storing user profile creation program.

USE - For creating user profile for customer company **employees** in requisition and catalog **system** in enterprise.

ADVANTAGE - Enables creating user profiles that is easy to use by a prospective requisition requester. Allows the employee of the company to authorize access to the requisition and catalog system for providing procurement services efficiently. Enables reconfiguring user profile, when the company changes location. Allows only the authorized user to access financial services provided by the enterprise.

DESCRIPTION OF DRAWING(S) - The figure shows the block diagram of the user profile creation system.

pp; 6 DwgNo 1/11

DE- <TITLE TERMS> USER; FILE; CREATION; METHOD; COMPANY; LOCATE; **CODE** ; PROFILE; ENTER; BASED; USER; SELECT; DISPLAY; DESCRIBE; COMPANY; GROUP; LOCATE|

DC- T01; W01|

IC- <MAIN> H04L-009/32|

MC- <EPI> T01-J12C; T01-S03; W01-A05B|

FS- EPI||

8/4/12 (Item 12 from file: 350)

DIALOG(R)File 350:Derwent WPIX

(c) 2004 Thomson Derwent. All rts. reserv.

IM- *Image available*

AA- 2002-661522/200271|

XR- <XRPX> N02-522926|

TI- Automatic payment information generation method involves calculating salary deduction and payment amount for employee whose number is input, using financial information of enterprise|

PA- HITACHI CABLE LTD (HITD)|

NC- 001|

NP- 001|

PN- JP 2002236786 A 20020823 JP 200135450 A 20010213 200271 B|

AN- <LOCAL> JP 200135450 A 20010213|

AN- <PR> JP 200135450 A 20010213|

LA- JP 2002236786(12)|

AB- <PN> JP 2002236786 A|

AB- <NV> NOVELTY - A memory (102) stores salary payment amount, **employee** number and employer **code** . An employee number is input, based on which employer information, tax payment information and obligator information are extracted from memory. The salary deduction and payment amount for employee are calculated, using enterprise **accounts** , tax payment information and personnel information which are then stored in another memory (103).|

AB- <BASIC> DETAILED DESCRIPTION - INDEPENDENT CLAIMS are included for the following:

- (1) Payment information generation device;
- (2) Payment information generation program; and

Search Report from Ginger R. DeMille

(3) Recorded medium storing payment information generation program.
USE - For generating financial affairs information of enterprise such as business firm, factory, etc.

ADVANTAGE - Enables automatically preparing financial affair account information using salary deduction and payment information per enterprise accounts.

DESCRIPTION OF DRAWING(S) - The figure shows the block diagram of the payment information generation device. (Drawing includes non-English language text).

Memories (102,103)
pp; 12 DwgNo 1/51

DE- <TITLE TERMS> AUTOMATIC; PAY; INFORMATION; GENERATE; METHOD; CALCULATE; SALARY; DEDUCT; PAY; AMOUNT; EMPLOY; NUMBER; INPUT; FINANCIAL; INFORMATION|

DC- T01|

IC- <MAIN> G06F-017/60|

MC- <EPI> T01-J05A|

FS- EPI||

8/4/13 (Item 13 from file: 350)

DIALOG(R) File 350:Derwent WPIX

(c) 2004 Thomson Derwent. All rts. reserv.

IM- *Image available*

AA- 2001-502563/200155|

XR- <XRPX> N01-372722|

TI- Compensation-driven network-based exchange system using the Internet to compensate workers for work undertaken by transferring accepted compensation units to a user account |

PA- BEENZ.COM IRELAND LTD (BEEN-N)|

AU- <INVENTORS> COHEN C; FORRESTER N|

NC- 095|

NP- 005|

PN- WO 200150294 A2 20010712 WO 2000GB5004 A 20001229 200155 B|

PN- US 20010021915 A1 20010913 US 99473627 A 19991229 200155

<AN> US 2000732596 A 20001208

PN- AU 200123825 A 20010716 AU 200123825 A 20001229 200169

PN- EP 1247200 A1 20021009 EP 2000987578 A 20001229 200267

<AN> WO 2000GB5004 A 20001229

PN- US 20040073483 A1 20040415 US 99473627 A 19991229 200426

<AN> US 2003384184 A 20030307|

AN- <LOCAL> WO 2000GB5004 A 20001229; US 99473627 A 19991229; US 2000732596 A 20001208; AU 200123825 A 20001229; EP 2000987578 A 20001229; WO 2000GB5004 A 20001229; US 99473627 A 19991229; US 2003384184 A 20030307|

AN- <PR> US 2000732596 A 20001208; US 99473627 A 19991229; US 2003384184 A 20030307|

FD- WO 200150294 A2 G06F-017/00

<DS> (National): AE AG AL AM AT AU AZ BA BB BG BR BY BZ CA CH CN CR CU CZ DE DK DM DZ EE ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MA MD MG MK MN MW MX MZ NO NZ PL PT RO RU SD SE SG SI SK SL TJ TM TR TT TZ UA UG US UZ VN YU ZA ZW

<DS> (Regional): AT BE CH CY DE DK EA ES FI FR GB GH GM GR IE IT KE LS LU MC MW MZ NL OA PT SD SE SL SZ TR TZ UG ZW

FD- US 20010021915 A1 G06F-017/60 CIP of application US 99473627

FD- AU 200123825 A G06F-017/00 Based on patent WO 200150294

FD- EP 1247200 A1 G06F-017/00 Based on patent WO 200150294

<DS> (Regional): AL AT BE CH CY DE DK ES FI FR GB GR IE IT LI LT LU LV

Search Report from Ginger R. DeMille

MC MK NL PT RO SE SI TR
FD- US 20040073483 A1 G06F-017/60 Cont of application US 994736271
LA- WO 200150294(E<PG> 74); EP 1247200(E)
DS- <NATIONAL> AE AG AL AM AT AU AZ BA BB BG BR BY BZ CA CH CN CR CU CZ DE
DK DM DZ EE ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC
LK LR LS LT LU LV MA MD MG MK MN MW MX MZ NO NZ PL PT RO RU SD SE SG SI
SK SL TJ TM TR TT TZ UA UG US UZ VN YU ZA ZW
DS- <REGIONAL> AT; BE; CH; CY; DE; DK; EA; ES; FI; FR; GB; GH; GM; GR; IE;
IT; KE; LS; LU; MC; MW; MZ; NL; OA; PT; SD; SE; SL; SZ; TR; TZ; UG; ZW;
AL; LI; LT; LV; MK; RO; SI
AB- <PN> WO 200150294 A2!
AB- <NV> NOVELTY - User terminals (6) and content provider processors (8)
communicate over data connections (14) and transaction processor (4)
through a communication network (16) via lines (18) and the user
terminals access the provider processors and the transaction processors
for performing work, while the transaction processors facilitate
administration of allocating compensation and tracking spending of
compensation units for products. System software controls the
compensation allocation, spending and account maintenance and other
system functions reside primarily on one or more transaction
processors.
AB- <BASIC> DETAILED DESCRIPTION - INDEPENDENT CLAIMS are included for a
method and system for facilitating compensation of commission exchange
for work undertaken using a communication network, for a transaction
processor and for a computer readable medium with program code.
 USE - Receiving compensation and exchanging the received proceeds
for goods and services.
 ADVANTAGE - Allowing transfer only after performing a given number
of actions.
 DESCRIPTION OF DRAWING(S) - The drawing is a diagram of the
hardware arrangement
 User terminals (6)
 Content provider processors (8)
 Transaction processors (4)
 Communication network (16)
 pp; 74 DwgNo 1/15
AB- <US> US 20010021915 A
 NOVELTY - User terminals (6) and content provider processors (8)
communicate over data connections (14) and transaction processor (4)
through a communication network (16) via lines (18) and the user
terminals access the provider processors and the transaction processors
for performing work, while the transaction processors facilitate
administration of allocating compensation and tracking spending of
compensation units for products. System software controls the
compensation allocation, spending and account maintenance and other
system functions reside primarily on one or more transaction
processors.
 DETAILED DESCRIPTION - INDEPENDENT CLAIMS are included for a method
and system for facilitating compensation of commission exchange for
work undertaken using a communication network, for a transaction
processor and for a computer readable medium with program code.
 USE - Receiving compensation and exchanging the received proceeds
for goods and services.
 ADVANTAGE - Allowing transfer only after performing a given number
of actions.
 DESCRIPTION OF DRAWING(S) - The drawing is a diagram of the
hardware arrangement
 User terminals 6
 Content provider processors 8

Search Report from Ginger R. DeMille

Transaction processors 4
Communication network 16|
DE- <TITLE TERMS> COMPENSATE; DRIVE; NETWORK; BASED; EXCHANGE; SYSTEM;
COMPENSATE; WORK; WORK; TRANSFER; ACCEPT; COMPENSATE; UNIT; USER;
ACCOUNT |
DC- T01|
IC- <MAIN> G06F-017/00; G06F-017/60|
MC- <EPI> T01-H07C5E; T01-J05A1; T01-J05A2; T01-J12B1; T01-S03|
FS- EPI||

8/4/14 (Item 14 from file: 350)

DIALOG(R) File 350:Derwent WPIX
(c) 2004 Thomson Derwent. All rts. reserv.

IM- *Image available*|
AA- 2001-476079/200151|
XR- <XRPX> N01-352378|
TI- Trade secret accounting system specifies **security** protection measures
and threats and records which measures counteract each threat|
PA- TSO INC (TSOT-N); HALLIGAN R M (HALL-I); WEYAND R (WEYA-I)|
AU- <INVENTORS> HALLIGAN R M; WEYAND R|
NC- 095|
NP- 005|
PN- WO 200152167 A1 20010719 WO 2001US733 A 20010109 200151 B|
PN- AU 200127777 A 20010724 AU 200127777 A 20010109 200166|
PN- US 20010044737 A1 20011122 US 2000175523 P 20000111 200201
<AN> US 2001757940 A 20010110|
PN- US 20020077941 A1 20020620 US 2000175523 P 20000111 200244
<AN> US 2001757206 A 20010109|
PN- EP 1257949 A1 20021120 EP 2001901926 A 20010109 200301
<AN> WO 2001US733 A 20010109|
AN- <LOCAL> WO 2001US733 A 20010109; AU 200127777 A 20010109; US 2000175523
P 20000111; US 2001757940 A 20010110; US 2000175523 P 20000111; US
2001757206 A 20010109; EP 2001901926 A 20010109; WO 2001US733 A
20010109|
AN- <PR> US 2000175523 P 20000111; US 2001757940 A 20010110; US 2001757206
A 20010109|
FD- WO 200152167 A1 G06F-017/60
<DS> (National): AE AG AL AM AT AU AZ BA BB BG BR BY BZ CA CH CN CR CU
CZ DE DK DM DZ EE ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR
KZ LC LK LR LS LT LU LV MA MD MG MK MN MW MX MZ NO NZ PL PT RO RU SD SE
SG SI SK SL TJ TM TR TT TZ UA UG UZ VN YU ZA ZW
<DS> (Regional): AT BE CH CY DE DK EA ES FI FR GB GH GM GR IE IT KE LS
LU MC MW MZ NL OA PT SD SE SL SZ TR TZ UG ZW|
FD- AU 200127777 A G06F-017/60 Based on patent WO 200152167|
FD- US 20010044737 A1 G06F-017/60 Provisional application US 2000175523|
FD- US 20020077941 A1 G06F-017/60 Provisional application US 2000175523|
FD- EP 1257949 A1 G06F-017/60 Based on patent WO 200152167|
<DS> (Regional): AL AT BE CH CY DE DK ES FI FR GB GR IE IT LI LT LU LV
MC MK NL PT RO SE SI TR|
LA- WO 200152167(E<PG> 84); EP 1257949(E)|
DS- <NATIONAL> AE AG AL AM AT AU AZ BA BB BG BR BY BZ CA CH CN CR CU CZ DE
DK DM DZ EE ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC
LK LR LS LT LU LV MA MD MG MK MN MW MX MZ NO NZ PL PT RO RU SD SE SG SI
SK SL TJ TM TR TT TZ UA UG UZ VN YU ZA ZW|
DS- <REGIONAL> AT; BE; CH; CY; DE; DK; EA; ES; FI; FR; GB; GH; GM; GR; IE;
IT; KE; LS; LU; MC; MW; MZ; NL; OA; PT; SD; SE; SL; SZ; TR; TZ; UG; ZW;
AL; LI; LT; LV; MK; RO; SI|

Search Report from Ginger R. DeMille

AB- <PN> WO 200152167 A1

AB- <NV> NOVELTY - System comprises a data processor for indexing trade secrets and accessing and storing data, a user data entry and display interface and a mass data store for data and programs. A printer prints out data, displays and the results of searches and calculations, and there are facilities for indexing trade secret drafts and applications. It stores changes to the data to provide an audit trail and history, characterizes whether the trade secret constitutes negative know-how or is combinational, specifies **security** measures by company location, **security** measures and **security** threats. |

AB- <BASIC> DETAILED DESCRIPTION - System specifies values for the six values of a trade secret enumerated in Section 757 of the First Restatement of Torts and characterizes **security** risk associated with employee position in the company with archiving of agreements and dates. There are INDEPENDENT CLAIMS for (1) a trade secret registration system, (2) a method of protecting a trade secret, (3) an apparatus for protecting a trade secret.

USE - System is for providing documentation, analysis, auditing, accounting, protection and other management of the trade secrets e.g. intellectual property assets of an organization.

ADVANTAGE - System enables assessment of the appropriateness of **security** measures in response to **security** threats, correlates **employee** **data** with trade secret **data** to document **employee** exposure to trade secrets, tracks employee confidentiality agreements and automates periodic e-mails to employees to reinforce their confidentiality obligations. It enables timestamping, datestamping, certification and authentication of the trade secret data entered into the system through the use of a trusted third party system.

DESCRIPTION OF DRAWING(S) - The figure shows a trade secret accounting system.

pp; 84 DwgNo 1/13|

AB- <US> US 20020077941 A

NOVELTY - System comprises a data processor for indexing trade secrets and accessing and storing data, a user data entry and display interface and a mass data store for data and programs. A printer prints out data, displays and the results of searches and calculations, and there are facilities for indexing trade secret drafts and applications. It stores changes to the data to provide an audit trail and history, characterizes whether the trade secret constitutes negative know-how or is combinational, specifies **security** measures by company location, **security** measures and **security** threats.

DETAILED DESCRIPTION - System specifies values for the six values of a trade secret enumerated in Section 757 of the First Restatement of Torts and characterizes **security** risk associated with employee position in the company with archiving of agreements and dates. There are INDEPENDENT CLAIMS for (1) a trade secret registration system, (2) a method of protecting a trade secret, (3) an apparatus for protecting a trade secret.

USE - System is for providing documentation, analysis, auditing, accounting, protection and other management of the trade secrets e.g. intellectual property assets of an organization.

ADVANTAGE - System enables assessment of the appropriateness of **security** measures in response to **security** threats, correlates **employee** **data** with trade secret **data** to document **employee** exposure to trade secrets, tracks employee confidentiality agreements and automates periodic e-mails to employees to reinforce their confidentiality obligations. It enables timestamping, datestamping, certification and authentication of the trade secret data entered into the system through the use of a trusted third party system.

Search Report from Ginger R. DeMille

DESCRIPTION OF DRAWING(S) - The figure shows a trade secret accounting system.

US 20010044737 A

NOVELTY - System comprises a data processor for indexing trade secrets and accessing and storing data, a user data entry and display interface and a mass data store for data and programs. A printer prints out data, displays and the results of searches and calculations, and there are facilities for indexing trade secret drafts and applications. It stores changes to the data to provide an audit trail and history, characterizes whether the trade secret constitutes negative know-how or is combinational, specifies **security** measures by company location, **security** measures and **security** threats.

DETAILED DESCRIPTION - System specifies values for the six values of a trade secret enumerated in Section 757 of the First Restatement of Torts and characterizes **security** risk associated with employee position in the company with archiving of agreements and dates. There are INDEPENDENT CLAIMS for (1) a trade secret registration system, (2) a method of protecting a trade secret, (3) an apparatus for protecting a trade secret.

USE - System is for providing documentation, analysis, auditing, accounting, protection and other management of the trade secrets e.g. intellectual property assets of an organization.

ADVANTAGE - System enables assessment of the appropriateness of **security** measures in response to **security** threats, correlates employee data with trade secret data to document employee exposure to trade secrets, tracks employee confidentiality agreements and automates periodic e-mails to employees to reinforce their confidentiality obligations. It enables timestamping, datestamping, certification and authentication of the trade secret data entered into the system through the use of a trusted third party system.

DESCRIPTION OF DRAWING(S) - The figure shows a trade secret accounting system

DE- <TITLE TERMS> TRADE; SECRET; ACCOUNT ; SYSTEM; SPECIFIED; SECURE; PROTECT; MEASURE; RECORD; MEASURE; COUNTERACT; THREAT

DC- T01|

IC- <MAIN> G06F-017/60|

MC- <EPI>.T01-J05A|

FS- EPI||

8/4/15 (Item 15 from file: 350)
DIALOG(R) File 350:Derwent WPIX
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IM- *Image available*

AA- 1999-219650/199919|

XR- <XRXPX> N99-162488|

TI- Utilization management system of a program for a service process - has control processor that extracts term or number of program for individual level service process, corresponding to determined user group, from program group memory|

PA- BSS KK (BSSB-N)|

NC- 001|

NP- 001|

PN- JP 11053316 A 19990226 JP 97221912 A 19970804 199919 B|

AN- <LOCAL> JP 97221912 A 19970804|

AN- <PR> JP 97221912 A 19970804|

FD- JP 11053316 A G06F-015/00|

LA- JP 11053316(7)|

Search Report from Ginger R. DeMille

AB- <BASIC> JP 11053316 A

NOVELTY - A control processor (3) extracts the term or number of a program for an individual level service process, corresponding to a determined user group, from a program group memory (5). DETAILED DESCRIPTION - The control processor determines a user group from a user group memory (4) in recognizing the name or number entered by a predetermined user. The program for a service process consists of programs for individual level service matching every authority level to which user groups are set-up. The user group memory stores and matches each user name or number, belonging to each authority level, with a user group. The program group memory stores the term or number of the program for an individual level service process corresponding to each user group.

USE - For service processing programs utilized by several individuals. Used in e.g. data inquiry system, employee and product service processing system, bulletin board system, travelling expense and account settlement system.

ADVANTAGE - Ensures system security since the program for an individual level service process, corresponding to the authority range of a user, can be extracted even when several users utilize the same computer. Improves security system and save labor due to reduced labor for user control. A desired program can be easily started within several programs since a user can confirm all useable programs for individual level service processes simultaneously. DESCRIPTION OF DRAWING(S) - The figure shows the basic block diagram of the utilization management system for service processing program. (3) Control processor; (4) User group memory; (5) Program group memory.

Dwg.1/4

DE- <TITLE TERMS> MANAGEMENT; SYSTEM; PROGRAM; SERVICE; PROCESS; CONTROL; PROCESSOR; EXTRACT; TERM; NUMBER; PROGRAM; INDIVIDUAL; LEVEL; SERVICE; PROCESS; CORRESPOND; DETERMINE; USER; GROUP; PROGRAM; GROUP; MEMORY|

DC- T01|

IC- <MAIN> G06F-015/00|

MC- <EPI> T01-J05B; T01-M02A1B|

FS- EPI||

8/4/16 (Item 16 from file: 350)

DIALOG(R)File 350:Derwent WPIX

(c) 2004 Thomson Derwent. All rts. reserv.

IM- *Image available*

AA- 1998-541349/199846|

XR- <XRPX> N98-421377|

TI- Currency and coin-activated drop safe for e.g. point-of-sale - has individual authorised user codes with money registering and accounting and cash bins for multiple currency denomination dispensing|

PA- XCP INC (XCPX-N)|

AU- <INVENTORS> RADEMACHER D G|

NC- 001|

NP- 001|

PN- US 5813510 A 19980929 US 96760495 A 19961205 199846 B|

AN- <LOCAL> US 96760495 A 19961205|

AN- <PR> US 96760495 A 19961205|

FD- US 5813510 A G07F-007/04|

LA- US 5813510(11)|

AB- <BASIC> US 5813510 A

The drop time or PIN accessed safe comprises a locking front door [23] and secure cabinet with a pull-out drop drawer. Money dispensed at

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the output coin tray or cup [28], receives coins that are discharged from coin hoppers [33-36] to the dispensing mechanism [32]. A bill stacker [37] receives currency through the coin mechanism and note handler and controller board receives inputs indicating the amount of money deposited and the currency required. Money is deposited and decrements of the credit amount is registered as cash is dispensed.

Access to the functions are performed using a keypad [26] input **PIN** number or card number. User specific codes are recognised by the controller and recorded with the amount and time of deposit on the printing accounting mechanism [42], with receipt print out [43]. The total amount of cash inserted is displayed to the user on an LCD screen and display message details may also be transmitted to a central host CPU or point-of-sale register.

USE- Cash register denomination maintenance at point of sale.
Currency changing.

ADVANTAGE- ~~Secure~~ system prevents skimming of monies by **employees** due to time of event accounting and auditing and decreases vulnerability to robbery. Permits retail of merchandise in close proximity border countries e.g. U.S and Mexico, where currency changing is an issue.

Dwg. 5/6

DE- <TITLE TERMS> CURRENCY; COIN; ACTIVATE; DROP; SAFE; POINT; SALE; INDIVIDUAL; AUTHORISE; USER; CODE; MONEY; REGISTER; ACCOUNT; CASH; BIN; MULTIPLE; CURRENCY; DENOMINATION; DISPENSE|
DC- T05|
IC- <MAIN> G07F-007/04|
MC- <EPI> T05-C01; T05-G03; T05-K01; T05-K02; T05-L01A; T05-L03C1; T05-L05A ; T05-L07|
FS- EPI||

8/4/17 (Item 17 from file: 350)

DIALOG(R)File 350:Derwent WPIX
(c) 2004 Thomson Derwent. All rts. reserv.

IM- *Image available*
AA- 1998-521714/199844|
XR- <XRPX> N98-407468|
TI- Attendance and payroll system - using swipe card for work attendance and wage calculation and same card to access wages at financial institute|
PA- PRESTIGE CLEANING SERVICES PTY LTD (PRES-N)|
AU- <INVENTORS> VILJOEN C C|
NC- 001|
NP- 001|
PN- ZA 9711707 A 19980826 ZA 9711707 A 19971230 199844 B|
AN- <LOCAL> ZA 9711707 A 19971230|
AN- <PR> ZA 968427 A 19961007|
FD- ZA 9711707 A G06F-000/001|
LA- ZA 9711707(E<PG> 14)|
AB- <BASIC> ZA 9711707 A

The **system** involves issuing each **employee** with an identification swipe card (18) in the form of a magnetic stripe card or smart card. A card reader (10) is located at the workplace. When the employee arrives and/or leaves the workplace, he/she swipes the card in the reader and enters a **code** via a keypad (12). The reader is connected to an ~~attendance~~ and payroll control computer (20) which is connected to a computer (22) of a financial institution.

The computer (20) calculates hours worked and calculates wages data

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and uploads to the bank computer (22). The bank computer allocates employee's wages to their **account**. The wages are then accessible via ATMs (26). The attendance **code** is different from the **PIN code** for the bank.

USE - For unsupervised employees working at remote locations/outside working hours.

ADVANTAGE - Simple system.

Dwg.1/3|

DE- <TITLE TERMS> ATTEND; SYSTEM; CARD; WORK; ATTEND; WAGE; CALCULATE; CARD ; ACCESS; WAGE; FINANCIAL|
DC- T01; T04; T05|
IC- <MAIN> G06F-000/001
IC- <ADDITIONAL> G06K-000/001
MC- <EPI> T01-J05A1; T04-A03A; T05-D01A; T05-G03; T05-H02C3; T05-L03|
FS- EPI||

8/4/18 (Item 18 from file: 350)

DIALOG(R) File 350:Derwent WPIX
(c) 2004 Thomson Derwent. All rts. reserv.

IM- *Image available*
AA- 1998-372670/199832|
XR- <XRPX> N98-292315|
TI- Service management system in restaurant - has management apparatus which does not produce order file when non-sales order data is specified by declaration unit, which are accumulated finally|
PA- TOKYO ELECTRIC CO LTD (TODK)|
NC- 001|
NP- 001|
PN- JP 10149387 A 19980602 JP 96310483 A 19961121 199832 B|
AN- <LOCAL> JP 96310483 A 19961121|
AN- <PR> JP 96310483 A 19961121|
FD- JP 10149387 A G06F-017/60|
LA- JP 10149387(12)|
AB- <BASIC> JP 10149387 A
The system includes several input devices (1) for inputting the ordered items of a customer. A declaration unit in the order input device, specifies non-sales order by inputting a specific **code**. A management apparatus (3) produces an order file for the ordered items and outputs order data to kitchen and an **accounts** apparatus (4).

A control unit in the management apparatus registers the data regarding the each ordered dish item. The **accounts** apparatus processes and settles the **accounts** of the customer, finally. The management apparatus does not produce order file for the non- sales or order by the **employee** and sends this order **data** only to kitchen. These non-sales order **data** or order **data** by **employee** are accumulated, finally.

ADVANTAGE - Improves service efficiency. Isolates **accounts** service to employee and customer easily.

Dwg.1/19|

DE- <TITLE TERMS> SERVICE; MANAGEMENT; SYSTEM; RESTAURANT; MANAGEMENT; APPARATUS; PRODUCE; ORDER; FILE; NON; SALE; ORDER; DATA; SPECIFIED; UNIT; ACCUMULATE; FINAL|
DC- T01|
IC- <MAIN> G06F-017/60|
MC- <EPI> T01-J05A1|
FS- EPI||

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8/4/19 (Item 19 from file: 350)

DIALOG(R)File 350:Derwent WPIX

(c) 2004 Thomson Derwent. All rts. reserv.

IM- *Image available*

AA- 1998-198320/199818|

DX- <RELATED> 1998-573307|

XR- <XRPX> N98-157374|

TI- Life insurance management **system** for **employees** working in various enterprises - checks stored records of employee information with check constraint, based on which insured amount within **security** amount for employees is controlled|

PA- CAPITAL ASSET PLANNING KK (CAPI-N); YASUDA KASAI KAIJO HOKEN KK (YASU-N)|

NC- 001|

NP- 001|

PN- JP 10049590 A 19980220 JP 96216919 A 19960731 199818 B|

AN- <LOCAL> JP 96216919 A 19960731|

AN- <PR> JP 96216919 A 19960731|

FD- JP 10049590 A G06F-017/60|

LA- JP 10049590(8)|

AB- <BASIC> JP 10049590 A

The system has a **database** in which the **employees** information like birth date, designation, monthly salary, renumeration, service period, desired retirement age are maintained. The financial information of the industry like cash deposit, **accounts** received, payment note, short-term debt, balance sheet are maintained. By the trial error calculation, the amount of money insured for every employee is calculated and the time sequential data is obtained. When a person dies, the insured money for that person is checked from the database.

Based on the predetermined constraints, the records stored in the database are checked. The insured amount is checked with the predetermined **security** amount. When insured amount exceeds the total **security** money, the money transaction is controlled in the industry. Based on the insured amount existence within the **security** amount, the insurance process is designed for that employee.

ADVANTAGE - Improves efficiency of insurance management system.

Dwg.1/5|

DE- <TITLE TERMS> LIFE; INSURANCE; MANAGEMENT; SYSTEM; EMPLOY; WORK; VARIOUS; CHECK; STORAGE; RECORD; EMPLOY; INFORMATION; CHECK; CONSTRAIN; BASED; AMOUNT; SECURE; AMOUNT; EMPLOY; CONTROL|

DC- T01|

IC- <MAIN> G06F-017/60|

IC- <ADDITIONAL> G06F-019/00|

MC- <EPI> T01-J03; T01-J05A1|

FS- EPI||

8/4/20 (Item 20 from file: 350)

DIALOG(R)File 350:Derwent WPIX

(c) 2004 Thomson Derwent. All rts. reserv.

IM- *Image available*

AA- 1997-039764/199704|

XR- <XRPX> N97-033250|

TI- Money card **account** settlement system for e.g. cashless payment system - settles purchase amt. of money from predetermined original **account** provided in predetermined constituent gp. in which obtd. constituent

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code is provided|
PA- FUJI GINKO KK (FUJI-N); NITTSUKO KK (NITT-N)|
NC- 001|
NP- 001|
PN- JP 8297703 A 19961112 JP 95125704 A 19950426 199704 B|
AN- <LOCAL> JP 95125704 A 19950426|
AN- <PR> JP 95125704 A 19950426|
FD- JP 8297703 A G06F-017/60|
LA- JP 8297703(6)|
AB- <BASIC> JP 8297703 A

The system includes a money card which records a user code e.g. current account data on a bank. A constituent code contg. a constituent number of a gp. recorded by a gp. card published by a predetermined gp. is matched beforehand.

The constituent code corresp. to the user code in the money card is obtd. from matching. A purchase amt. of money is settled from a predetermined original account provided in the predetermined constituent gp. in which the obtd. constituent code is provided.

USE/ADVANTAGE - For e.g. cashless payment of employee. Does not need to record individual data e.g. employee number separately. Provides utilisation of system and data recording for computer account settlement in specific company using money card. Prevents alteration of money card usage. Obtains simple cashless payment settlement of account. Provides flexible money since money card can be used by other user.

Dwg.2/2|

DE- <TITLE TERMS> MONEY; CARD; ACCOUNT ; SETTLE; SYSTEM; PAY; SYSTEM; SETTLE; PURCHASE; AMOUNT; MONEY; PREDETERMINED; ORIGINAL; ACCOUNT ; PREDETERMINED; CONSTITUENT; GROUP; OBTAIN; CONSTITUENT; CODE |
DC- T01; T05|
IC- <MAIN> G06F-017/60|
IC- <ADDITIONAL> G06F-019/00; G07F-007/08|
MC- <EPI> T01-J05A1; T05-H02C3; T05-L01D; T05-L02|
FS- EPI||

8/4/21 (Item 21 from file: 350)

DIALOG(R) File 350:Derwent WPIX
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AA- 1976-B2516X/197606|
TI- Accountancy time-keeping automatic data acquisition - additional circuitry increases operational accuracy|
PA- VETRENKO S I (VETR-I)|
NC- 001|
NP- 001|
PN- SU 460558 A 19750630 197606 B|
AN- <PR> SU 1924995 A 19730604|
AB- <BASIC> SU 460558 A

Circuit used for digital data acquisition from remote points contains interrogation unit (1) coupled to check points (2-4) with manual data entry (5-7), data accumulator (8), memory (9), reliability (10) and graphs (11) controls, timer (12), register units (13, 14) data output (15) and computer interface (15, 16). Interrogation unit (1) cyclically interrogates check points storing (9) data from workers passes in parallel code with simultaneous reliability control (10). Checked data is compared with time graphs (11, 12) to determine late coming or early departure from a work shift. After acquisition of total

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volume data is registered (13, 14) and transferred to the computer. Synchronization is obtained from output unit (15) with timer markings. New interrogation cycle begins after data transfer for computer processing has been completed. |

DE- <TITLE TERMS> ACCOUNT ; TIME; KEEP; AUTOMATIC; DATA; ACQUIRE; ADD; CIRCUIT; INCREASE; OPERATE; ACCURACY|

DC- T05|

IC- <ADDITIONAL> G07C-009/00|

FS- EPI||

8/4/22 (Item 1 from file: 344)

DIALOG(R)File 344:Chinese Patents Abs

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4363804

SYSTEM AND METHOD FOR REIMBURSING TRAVELLING EXPENSES

Abstract: The invention discloses the system and method for submitting a traveling expense account. The system receives the data paid from the credit card issued by the authorized organization and held by the employees and the data are stored on the database. Each datum is relevant to the identification code of a credit card. When the employee logs on the system by using the identification code of the employee, based on the identification code of the employee, the system searches the data paid by the identified card held by the identified employee. The employee can edit and restore the data to the database. After being validated by the supervisor, the traveling expense is paid by the accounting system.

8/4/23 (Item 1 from file: 347)

FN- DIALOG(R)File 347:JAPIO|

CZ- (c) 2004 JPO & JAPIO. All rts. reserv.|

TI- ELECTRONIC BANKING SYSTEM

PN- 2000-057233 -JP 2000057233 A-

PD- February 25, 2000 (20000225)

AU- WADA SHIGEFUMI; NAKAYAMA SHIGERU; OKAMOTO ATSUSHI

PA- OBIC BUSINESS CONSULTANT KK

AN- 10-220472 -JP 98220472-

AN- 10-220472 -JP 98220472-

AD- August 04, 1998 (19980804)

G06F-019/00; G06F-003/00

AB- PROBLEM TO BE SOLVED: To directly transmit transfer data from a terminal to a bank to improve work efficiency by always making a communication line between the computer terminal and the bank an **accessible** state in the background and transmitting transfer data to the bank. **SOLUTION:** A computer terminal 1 automatically produces an employee master for a transfer destination through the software 30 of salary calculation system. At the same time, a communication setting means 13 always makes a communication line 8 between the computer terminal 1 and a bank 9 an **accessible** state in the background. When transfer data production is finished, a person in charge of inputting performs decision processing of data including the transfer amount of transfer data. A decision processing means 17 applies **security** that makes it impossible to perform change such as the writing, correction and elimination of transfer data after that. The communication line 8 is made a connection state with the bank 9 by clicking and pressing down a transmission button shown in the window image of the terminal 1 with a mouse and the transfer data of

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employee salary payment is transmitted to the bank. COPYRIGHT:
(C)2000, JPO

8/4/24 (Item 2 from file: 347)

FN- DIALOG(R)File 347:JAPIO|
CZ- (c) 2004 JPO & JAPIO. All rts. reserv.|
TI- TRANSACTION SYSTEM
PN- 61-269771 -JP 61269771 A-
PD- November 29, 1986 (19861129)
AU- TAMADA TAKEO; AKIYAMA HARUOMI
PA- TOSHIBA CORP [000307] (A Japanese Company or Corporation), JP (Japan)
AN- 60-111516 -JP 85111516-
AN- 60-111516 -JP 85111516-
AD- May 24, 1985 (19850524)
IC- -4- G06F-015/30; G07D-001/00
CL- 45.4 (INFORMATION PROCESSING -- Computer Applications); 29.4
(PRECISION INSTRUMENTS -- Business Machines)
KW- R087 (PRECISION MACHINES -- Automatic Banking); R131 (INFORMATION
PROCESSING -- Microcomputers & Microprocessors)
SO- Section: P, Section No. 569, Vol. 11, No. 126, Pg. 118, April 21, 1987
(19870421)
AB- PURPOSE: To execute transaction even when the balance is lacking by
paying with the amount information of a portable media when the
balance of the account corresponding to an external equipment side
is less than the transaction amount at transaction according to
on-line connection of the portable media and the external equipment.

CONSTITUTION: A user inserts a transaction card 1 into a transaction
card handling machine 10, and inputs the code number from a user
input part 41. When this is coincident, the transaction with the
corresponding account can be executed at a central processing
device and the worker inputs the transaction data from a keyboard
12. A host computer 28 compares the balance and the transaction
amount of the equivalent a transaction information file 29, and when
the balance is short, the reading of the amount information is
indicated to a CPU 11 and the CPU in the transaction card. When the
read amount information is larger than the short amount, it is judged
that the transaction can be executed, the balance is renewed, the
amount information is renewed, and the transaction data is stored
which supplements the short amount by the amount information in the
transaction card. The fact that the above-mentioned transaction is
completed, and the new amount information are outputted to the CPU
11, and the amount information in the transaction card 11 is renewed.

?

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? show files;ds
File 348:EUROPEAN PATENTS 1978-2004/Aug W02
  (c) 2004 European Patent Office
File 349:PCT FULLTEXT 1979-2002/UB=20040812,UT=20040805
  (c) 2004 WIPO/Univentio

Set      Items      Description
S1      5968      (HR OR HRIS OR HUMAN()RESOURCE? ? OR WORKER?? OR EMPLOYER??
          OR EMPLOYEE??)(5N)(DATA OR DATABASE? OR SYSTEM OR SERVER? OR
          DATA()BASE? OR WAREHOUSE? OR REPOSITORY OR STORING OR STORAGE
          OR STORES)
S2      1780      HRIS OR HR()IS
S3      4057      (S1 OR S2) AND (SECURITY OR PASSWORD? ? OR CODE OR PIN OR -
          PERSONAL()IDENTIFICATION OR PINS OR PASS() (WORD? ? OR CODE? ?
          OR ENCRYPT?))
S4      18159     (PAYROLL? OR PAY()ROLL? OR INSURANCE OR THIRD()(PARTY OR P-
          ARTIES) OR INSURANCE OR VENDOR? ? OR HEALTH? OR BANK? OR BENE-
          FITS OR SERVICES)(5N)ACCESS?
S5      1916      (S1 OR S2).(2S).(SECURITY OR PASSWORD? ? OR CODE OR PIN OR P-
          ERSONAL()IDENTIFICATION OR PINS OR PASS()WORD? ? OR CODE? ? OR
          ENCRYPT?)
S6      432       S5(2S)ACCOUNT? ?
S7      188       S6 AND IC=G06F-017/30:G06F-017/60
S8      9         S7 AND (EMPLOYEE? OR EMPLOYER? OR HR OR HRIS OR HUMAN()RES-
          OURCE? ?)/TI
? t8/3,k/all
```

8/3,K/1 (Item 1 from file: 348)
DIALOG(R) File 348:EUROPEAN PATENTS
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01420533

Network based employee benefit system
Auf ein Netzwerk basiertes Angestellten Belohnungssystem
Systeme d'allocations pour un employe mis sur reseau
PATENT ASSIGNEE:

Exanadu Corporation, (3302830), 1F Choongjeong Tower Bldg., 464
Choongjeongro 3 ga,, Seodaemun-ku, Seoul, (KR), (Applicant designated
States: all)

INVENTOR:

Jang, Boo-Chan, 103-1406, Taeyoung Apt., 660 Daeheung-dong, Mapo-ku,
Seoul, (KR)

LEGAL REPRESENTATIVE:

Kugele, Bernhard et al (51541), Novagraaf SA 25, Avenue du Pailly, 1220
Les Avanchets - Geneva, (CH)

PATENT (CC, No, Kind, Date): EP 1199654 A1 020424 (Basic)

APPLICATION (CC, No, Date): EP 2001109401 010419;

PRIORITY (CC, No, Date): KR 2022806 000428

DESIGNATED STATES: AT; BE; CH; CY; DE; DK; ES; FI; FR; GB; GR; IE; IT; LI;
LU; MC; NL; PT; SE; TR

EXTENDED DESIGNATED STATES: AL; LT; LV; MK; RO; SI

INTERNATIONAL PATENT CLASS: G06F-017/60

ABSTRACT WORD COUNT: 96

NOTE:

Figure number on first page: 4

LANGUAGE (Publication,Procedural,Application): English; English; English

FULLTEXT AVAILABILITY:

Available Text Language Update Word Count

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CLAIMS A	(English)	200217	1908
SPEC A	(English)	200217	5287
Total word count - document A		7195	
Total word count - document B		0	
Total word count - documents A + B		7195	

Network based employee benefit system
INTERNATIONAL PATENT CLASS: G06F-017/60

...SPECIFICATION of product prices from the settlement server 2 when a product purchase order by an **employee** is received. The settlement **server** 2 is provided with an application program for settlement, which transfers either cyber money provided by the company **server** 7 for the benefit of **employees** or wages to a virtual **account** provided in the electronic commerce server 1 when a product price settlement is requested by...

...for the purpose of benefit or as wages to the settlement server 2. The company **server** 7 is managed by an **employer** and refers to software and hardware for expressing various opinions of employees about management of ...

...company and also collecting the various opinions of the employees through the Internet 5.

The **employee** benefit **system** is applicable to other networks such as a PSTN (public switched telephone network), a PSDN...

...includes a product data base 21 storing information on products, an information data base 22 storing various information needed for **employees**, an **employee** data base 23 storing information on the **employees**, a control module 20 for confirming login ID and **password** of an employee, and for providing various product information and requesting the settlement of product prices by the **employee** from the settlement **server** 2 when the **employee** purchases products, and a communication module 24 for exchanging necessary data with the outside.

The...

...employee information stored in the employee data base 23 includes information such as names, IDs, **passwords**, departmental information and position, contact numbers, e-mail addresses, bank name and **accounts** for settlement, and credit card information for settlement.

FIG. 3 is a detailed block diagram...

...2 in FIG. 1. Referring to FIG. 3, the settlement server 2 includes a virtual **account** data base 31 storing virtual **laccount** information of the company, the **employee**, and an administrator of the electronic commerce server 1...

...same functions as actual banks, over the Internet 5, transferring cyber money between the company **server** 7, the **employee** virtual **account** and the virtual **account** of the administrator of the electronic commerce server 1 provided to the virtual **account** data base 31.

The virtual **account** data base 31 includes virtual **account** information of the company such as a company ID, a **password**, a virtual **account** number, and details of money received and drawn, virtual **account** information of the **employee** such as employee IDs, **passwords**, virtual **account** numbers, and details of money received and drawn, and virtual **account** information of the electronic commerce server 1 such as

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an electronic commerce server ID, a **password**, a **virtual account** number, and detail of money received and drawn. The control module 30 performs settlement by transferring cyber money required for settlement from the **virtual account** of the employee to the **virtual account** of the administrator of the electronic commerce server 1 at the request of the electronic commerce server 1 for the product price settlement.

In particular, the **virtual account** data base 31 is provided with a company **virtual account** 31 a, an employee benefit **account** 31 b and an employee virtual wages **account** 31 b', an electronic commerce benefit **account** 31 c, and an electronic commerce virtual wages **account** 31c'. Benefit cyber money provided by the company to the employee as a benefit allowance is stored in the employee benefit **account** 31 b. Wages cyber money provided by the company to the employee as wages is stored in the employee virtual wages **account** 31 b'.

The benefit cyber money and the wages cyber money are provided by the

...2 at predetermined time intervals through the Internet 5 and stored in the company **virtual account** 31a. This money is transferred to the employee benefit **account** 31 b and the employee virtual wages **account** 31b' from the company **virtual account** 31a at a predetermined time, such as a wages payment day, according to the instructions...
...to each employee. However, as described later, when the company transfers the wages to an **account** of the employee open in an actual bank offline, only the remainder of the wages after deducting the amount of the cyber money transferred to the electronic commerce virtual wages **account** 31 c' from the employee virtual wages **account** 31 b' as of the wages payment day is transferred, so that the employees **accounts** and the company's **accounts** are settled.

FIG. 4 is a flow chart for explaining the process of an **employee** logging into the electronic commerce **server** 1 and deciding to purchase ...or 3b) and logs into the electronic commerce server 1 by inputting the ID and **password** stored in the **employee data base** 23 (Step 401). The home page of the electronic commerce site operated by the electronic commerce **server** 1 is displayed on the **employees' PC** or mobile phone. The employee searches the electronic commerce site. The control module 20

...24 of the electronic commerce server 1 (Step 403).

The steps of performing a benefit **account** settlement or a virtual wages **account** settlement as a product price settlement are described as follows.

First, FIG. 5 is a...

...the employee desires to purchase through the communication module 24 transmits the ID of the **employee** to the settlement **server** 2 (Step 501).

The control module 20 of the electronic commerce server 1 receives information...

...that exceeds an employee's balance is settled by the balance remaining on the benefit **account** or the virtual wages **account** and selection of the alternative settlement means. The steps of the benefit **account** settlement or the virtual wages **account** settlement of only part of the total price are the same as the steps of the benefit **account** settlement or the virtual wages **account** settlement with respect to the entire amount required for settlement. Of course, each of the settlement steps through the alternative settlement means and the settlement using the

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virtual account (the benefit account settlement or the virtual wages account settlement) are formed to be performed for the convenience of the employee.

The balance information...and 111, respectively. Cyber money is electronic money which is digital data with a predetermined encryption method applied to it, and is transferred from the company server 7' to the employee's Internet connecting means 3' as benefit compensation or part of wages. The employee previously...
...money to each employee based thereon. Alternatively, the cyber money can be provided to the employee offline stored in a storage medium.

In the electronic commerce method according to the second preferred embodiment of the present invention having the above structure, the employee logs into the electronic commerce server 1' through the Internet connecting means 3', and searches for information about products. If the...

...the product price through the cyber money transmitting/receiving module 111 for the settlement of accounts which then transmits the cyber money back through the cyber money transmitting/receiving module 111...

...corresponding to the cyber money to the electronic commerce server 1' for the settlement of accounts. As a method for the settlement of accounts, any applicable methods described in the first preferred embodiment can be used.

According to the...

...CLAIMS with the electronic commerce server through a network; and a control module accessing the virtual account data base to transfer cyber money corresponding to the money required for settlement of the ...

...the employee desires to purchase from the electronic commerce server from the employee's benefit account to the electronic commerce benefit account based on information for settlement provided by the electronic commerce server through the communication module...

...based settlement server as claimed in claim 15, further comprising an employee's virtual wages account where cyber money provided by the company as wages is deposited, and wherein the control...

...corresponding to the money required for settlement of the price of a product that the employee purchased from the electronic commerce server, from the virtual wages account to the electronic commerce benefit account, based on the information received through the communication module from the electronic commerce server.

17...

...based settlement server as claimed in claim 16, further comprising an electronic commerce virtual wages account which is a virtual account of the electronic commerce server, whereby the control module transfers cyber money corresponding to the money required for settlement from the employee's virtual wages account to the electronic commerce virtual wages account.

18. The network based settlement server as claimed in claim 15, wherein the settlement information includes the employee's ID, password and the information of the money required for settlement.

19. A network based settlement method comprising the steps of: providing a virtual account data base including an employee's

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benefit account which is a virtual account of the employee containing cyber money provided by a predetermined company to the employee as benefit allowance, and an electronic commerce benefit account which is a virtual account of an electronic commerce server for selling products to the employee; receiving a request for the money required for settlement of the price of a product...

...transferring cyber money corresponding to the money required for settlement from the employee's benefit account to the electronic commerce benefit account.

20. The network based settlement method as claimed in claim 19, wherein the virtual account...

8/3,K/2 (Item 1 from file: 349)

DIALOG(R)File 349:PCT FULLTEXT

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01068789 **Image available**

GLOBAL EMPLOYEE RECORD

FICHIER GLOBAL DU PERSONNEL

Patent Applicant/Assignee:

TRANSCENTIVE INC, Two Enterprise Drive, Shelton, CT 06480, US, US
(Residence), US (Nationality)

Inventor(s):

LANDAETA Doris, 53 Gate Post Lane, Southbury, CT 06488, US,
GAFFNEY Cynthia, 6 Barker Drive, Sandy Hook, CT 06482, US,
MESEREAU Anne, 124 Raven Terrace, Stratford, CT 06614, US,

Legal Representative:

KINNEY Michael K (agent), Wiggin & Dana, LLP, One Century Tower, New Haven, CT 06508-1832, US,

Patent and Priority Information (Country, Number, Date):

Patent: WO 200398395 A2-A3 20031127 (WO 0398395)

Application: WO 2003US15534 20030516 (PCT/WO US03015534)

Priority Application: US 2002381502 20020517

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AE AG AL AM AT AU AZ BA BB BG BR BY BZ CA CH CN CO CR CU CZ DE DK DM DZ
EC EE ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK LR
LS LT LU LV MA MD MG MK MN MW MX MZ NO NZ OM PH PL PT RO RU SC SD SE SG
SK SL TJ TM TN TR TT TZ UA UG UZ VC VN YU ZA ZM ZW

(EP) AT BE BG CH CY CZ DE DK EE ES FI FR GB GR HU IE IT LU MC NL PT RO SE
SI SK TR

(OA) BF BJ CF CG CI CM GA GN GQ GW ML MR NE SN TD TG

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Publication Language: English

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Fulltext Word Count: 4390

GLOBAL EMPLOYEE RECORD

Main International Patent Class: G06F-017/60

Fulltext Availability:

Detailed Description

Detailed Description

... a stock swap, participant's cash payment, and an effectively immediate sale of the underlying security after exercise to pay the strike price.

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The later method is generally referred to as...

...been disbursed from a buy-sell transaction (e.g., the fair market value of the **security** less the strike price). For transactions that include multi-jurisdictional issues (e.g., a participant...

...information 56 and jurisdictional information 58. The participant information 54 includes, for example, individual biographic **data** of **employees** within one or more companies utilizing the data processing system 10 for **equity** and...

...compensation plan information 56 includes, for example, company option plan requirements, current stock prices, and **account** information. The jurisdictional information 58 includes, for example, current tax and reporting requirements. As shown...

8/3,K/3 (Item 2 from file: 349)

DIALOG(R)File 349:PCT FULLTEXT
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01062108 **Image available**

ON-LINE EMPLOYEE INCENTIVE SYSTEM
SYSTEME EN LIGNE DE GRATIFICATION D'EMPLOYES

Patent Applicant/Assignee:

TRILEGIANTE LOYALTY SOLUTIONS, 7814 Carousel Lane, Richmond, VA 23294-4212
, US, US (Residence), US (Nationality), (For all designated states
except: US)

Patent Applicant/Inventor:

HICKS Heather, 2208 A Hanover Avenue, Richmond, VA 23220, US, US
(Residence), US (Nationality), (Designated only for: US)
LAZEAR Marti, 13304 College Valley Lane, Richmond, VA 23233, US, US
(Residence), US (Nationality), (Designated only for: US)

Legal Representative:

WYDEVEN Richard (et al) (agent), Rothwell, Figg, Ernst & Manbeck, P.C.,
1425 K Street, N.W., Suite 800, Washington, DC 20005, US,

Patent and Priority Information (Country, Number, Date):

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Priority Application: US 2002127492 20020423

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AE AG AL AM AT AU AZ BA BB BG BR BY BZ CA CH CN CO CR CU CZ DE DK DM DZ
EC EE ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK LR
LS LT LU LV MA MD MG MK MN MW MX MZ NI NO NZ OM PH PL PT RO RU SC SD SE
SG SK SL TJ TM TN TR TT TZ UA UG US UZ VC VN YU ZA ZM ZW
(EP) AT BE BG CH CY CZ DE DK EE ES FI FR GB GR HU IE IT LU MC NL PT RO SE
SI SK TR

(OA) BF BJ CF CG CI CM GA GN GQ GW ML MR NE SN TD TG

(AP) GH GM KE LS MW MZ SD SL SZ TZ UG ZM ZW

(EA) AM AZ BY KG KZ MD RU TJ TM

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ON-LINE EMPLOYEE INCENTIVE SYSTEM

Main International Patent Class: G06F-017/60

Fulltext Availability:

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Detailed Description

Claims

Detailed Description

... the employee has forgotten it. Additionally, the user can use this page to lock an **employee** out of the **system** in the event the **employee** is terminated or their employment status changes.

The view transactions page 288 provides detailed point earning transaction information on an individual employee's **account**. In addition, basic **account** summary information is provided such as point balance, points earned, points redeemed, and points expired...

...page 289 in order to add a point earning transaction to an individual employee's **account**. The page includes **account** summary information in addition to

9

fields to enter transaction date, transaction **code**, custom description, and points awarded. Points can be awarded in the following general categories: bonus...

...Updated employee's address." Returning to the administration panel 220, authorized users can add new **employees** to the **system** through the add **account** page 240. Required employee information includes employee location, **account** number, **account** status, hire date, enrollment date, login ID, and employee demographics.

The point balance page 250...

...per purchase; and the user requesting a point purchase.

The user can select the change **password** page 260 from the administration panel 220.

The change password page will appear whenever passwords...

Claim

... page which presents to a user program information; a page which presents to a user **security** and privacy information; a page which presents to a user frequently asked question information; a...

...a user with access to customer service ; a page with presents to a user an **account** summary; a page which enables a user to perform **account** maintenance; a page which presents to a user an employee survey; and a page which...

...wherein said travel redemption includes direct access to an external online booking engine.

12 The **system** of claim 1 wherein said **employee** module is customizable to provide recreational material.

18

. The **system** of claim 1 wherein said **employee** module is customizable to provide employer specific information.

14 A method for providing an on...

...the employer to request and manage reward points and to issue reward points to respective **accounts** of the selected employees;

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providing an on-line employee communication portal accessible to employees of...

...communication portal being constructed and arranged to enable the employee to access the employee's **account** to monitor the number of accumulated reward points; and providing an on-line reward point...

...more awards for which to redeem a specified number of reward points accumulated in the **account** of the employee.

15 A computer readable medium having instructions encoded thereon for causing an...

...the employer to request and manage reward points and to issue reward points to respective **accounts** of the selected employees;

1 9

providing an on-line employee communication portal accessible to...

...communication portal being constructed and arranged to enable the employee to access the employee's **account** to monitor the number of accumulated reward points; and providing an on-line reward point...

...more awards for which to redeem a specified number of reward points accumulated in the **account** of the employee. 1 0 16. A method for providing an points-based employee incentive...

8/3,K/4 (Item 3 from file: 349)

DIALOG(R) File 349:PCT FULLTEXT

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01008584 **Image available**

SYSTEM AND METHOD FOR IMPLEMENTING EMPLOYEE STOCK PLANS
SYSTEME ET PROCEDE PERMETTANT DE METTRE EN OEUVRE UN REGIME D'ACTIONNARIAT
DE SALARIES

Patent Applicant/Assignee:

UBS PAINEWELLER INC, 1200 Harbor Boulevard, Weehawken, NJ 07087, US, US
(Residence), US (Nationality)

Inventor(s):

SHIELDS Lawrence P, 42 West 13th Street #5D, New York, NY 10011, US,
BREWSTER George, 2 Kalman Court, Warren, NJ 07059, US,
HUMZA James, 4 Moselem Springs Court, Skillman, NJ 08558, US,
MOONEY James, 105 Coopers Lane, River Vale, NJ 07675, US,
BENDRE Hermant, 39-41 Wenonah Drive, Fair Lawn, NJ 07410, US,
BURNS Julia K, 169 Sixth Street, Verplanck, NY 10576, US,
DENOLA Joseph, 438 Mountain Avenue, Washington Township, NJ 07676, US,
ENG Eileen, 31 Clifton Terrace, Weehawken, NJ 07086, US,
JONES Doug, 821 North Hampton Cove, Franklin, TN 37064, US,
KELLY Michael, 112 Momar Drive, Ramsey, NJ 07446, US,
KHANNA Sudhir, 220 East 74th Street, Apt. 4R, New York, NY 10021, US,
REBIMBAS John, 643 Hoover Street, East Meadow, NY 11554, US,
TROJAN Mark, 117 West 5th Street, Bayonne, NJ 07002, US,
TURETSKY Alla, 598 Lake Avenue, Oradell, NJ 07649, US,
VANDERHOOF Heather, 675 Joralemon Street, Belleville, NJ 07109, US,

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Legal Representative:

RESTAINO Leslie Gladstone (agent), Brown Raysman Millstein Felder & Steiner LLP, 163 Madison Avenue, P.O. Box 1989, Morristown, NJ 07962-1089, US,

Patent and Priority Information (Country, Number, Date):

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Application: WO 2002US35255 20021031 (PCT/WO US0235255)

Priority Application: US 20013613 20011102

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AE AG AL AM AT AU AZ BA BB BG BR BY BZ CA CH CN CO CR CU CZ DE DK DM DZ EC EE ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MA MD MG MK MN MW MX MZ NO NZ OM PH PL PT RO RU SD SE SG SI SK SL TJ TM TN TR TT TZ UA US UZ VN YU ZA ZM ZW
(EP) AT BE BG CH CY CZ DE DK EE ES FI FR GB GR IE IT LU MC NL PT SE SK TR
(OA) BF BJ CF CG CI CM GA GN GQ GW ML MR NE SN TD TG
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SYSTEM AND METHOD FOR IMPLEMENTING EMPLOYEE STOCK PLANS

Main International Patent Class: G06F-017/60

Fulltext Availability:

Detailed Description

Detailed Description

... Cristofich et al. is directed to a data processing system for administration of stock option accounts that manages and tracks a plurality of individual accounts, current stock pricing, individual biographic data, company option plans and current withholding and other tax...this to the exchange as a single security transaction. The system uses a corresponding brokerage account held in the participant's name to implement the actual trades of stock necessary for...happening of a specific event.

There remains a need in the art for a simplified system for implementing employee stock plans, which does not require a concomitant full-service brokerage account or real-time access to employee demographic information. Moreover, there is a need for a...based interface system, each display (e.g., login page of FIG. 3) of interface system 38 may include an employer name and logo. Here, "XYZ Incorporated" represents the client company/employer, and "UBS PaineWebber" represents...PIN entry/selection prompt, which the participant must enter twice for confirmation.

Once a proper PIN and enrollment disposition is complete, the 1VR allows the participant to enroll in the plan...elections options. Associated distribution election prompts include: (1) leave the shares in a limited brokerage account; (2) execute a QUICKsale, where the purchased shares are sold on or close to the purchase date and the funds are delivered to a limited brokerage account, or via check or wire; (3) physical certificate, where the purchased shares are issued as...

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DIALOG(R)File 349:PCT FULLTEXT
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00853826

**BUSINESS-TO- EMPLOYEE INTERACTIVE REWARD AND REDEMPTION SYSTEM AND METHOD
SYSTEME ET PROCEDE DE GRATIFICATION ET DE REMUNERATION INTERACTIF
ENTREPRISE-A-EMPLOYEE**

Patent Applicant/Assignee:

CARLSON MARKETING GROUP INC, 12755 State Highway 55, Plymouth, MN 55441,
US, US (Residence), US (Nationality), (For all designated states
except: US)

Patent Applicant/Inventor:

FREDREGILL Willard R, 16729 Indigo Road, Lakeville, MN 55044, US, US
(Residence), US (Nationality), (Designated only for: US)
SCHRUM Harold E, 7001 Derby Drive, Chanhassen, MN 55317, US, US
(Residence), US (Nationality), (Designated only for: US)
KELLER Robert, 5024 Clearspring Road, Minnetonka, MN 55345, US, US
(Residence), US (Nationality), (Designated only for: US)
JOHNSON Barbara A, 4081 - 43rd Street, S.E., Delano, MN 55328, US, US
(Residence), US (Nationality), (Designated only for: US)
KNUTH Edward, 18105 - 30th Ave., Plymouth, MN 55447, US, US (Residence),
US (Nationality), (Designated only for: US)

Legal Representative:

BRUESS Steven C (agent), Merchant & Gould P.C., P.O. Box 2903,
Minneapolis, MN 55402-0903, US

Patent and Priority Information (Country, Number, Date):

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AE AG AL AM AT AT (utility model) AU AZ BA BB BG BR BY BZ CA CH CN CO CR
CU CZ CZ (utility model) DE DE (utility model) DK DK (utility model) DM
DZ EE EE (utility model) ES FI FI (utility model) GB GD GE GH GM HR HU ID
IL IN IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MA MD MG MK MN MW MX MZ
NO NZ PL PT RO RU SD SE SG SI SK SK (utility model) SL TJ TM TR TT TZ UA
UG US UZ VN YU ZA ZW
(EP) AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE TR
(OA) BF BJ CF CG CI CM GA GN GW ML MR NE SN TD TG
(AP) GH GM KE LS MW MZ SD SL SZ TZ UG ZW
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BUSINESS-TO- EMPLOYEE INTERACTIVE REWARD AND REDEMPTION SYSTEM AND METHOD

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Detailed Description

Detailed Description

... of the plurality of retail stores networked to the program
administrator's host system. The account number identified on that card
is also immediately accepted by any electronic commerce merchant
participating...

...checks, the on-line point server within the program administrator host
system creates a new account and assigns a unique account number to
that account. Successful receipt of the enrollment data may also

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trigger an electronic response which may include...

...redeem points in either environment. Employee engagement/incentive program enrollment may be captured by the **employee** incentives program host **system** via public Internet private Intranet or Extranet connection in a method similar to that described above for participating electronic commerce merchants. Employee profile information may be entered into the **system** by the **employee**, a supervisor, a human resources administrator or automatically via an incoming interface from internal human resources or other systems. The **system** may assign a new **account** number automatically when the profile data has been entered and validated as described above, or the employee may be prompted to enter an **account** number to accommodate the situation where the employee has already enrolled as a loyalty program participant within the retail domain. Another embodiment of the invention customer **account** number which is encoded on the magnetic stripe or bar-**code** and sends a request for retrieval of the customer point balance which is linked to...

...to handle late card presentation at the point-of-sale and an alternate form of **account** identification, such as a credit card or driver license number. If alternate **account** identification is presented by the customer, the system includes a mechanism to identify the customer and the customer **account** number from the alternate **account** identification information processed by the system so that a request for retrieval of the customer...

...is to link the alternate identification (such as credit card information) to the customer primary **account** number. When such a link has been established, the host.

system, processes the alternate identification sent by the point-of-sale device and locates the customer **account** by way of the link between the **account** number and alternate identification. The host system then sends the primary **account** number and **account** information to the point-of-sale device.

Following the request for customer **account** information, the program administration host system sends at least the customers current accumulated point balance...

...The retailer web site server queries the online point server and retrieves the customer reward. **account** point balance from the host system database.

Consumer transactions that occur via the Internet domain...an individual participating in the combined loyalty/employee engagement/incentive program.

10

accesses the web **server** of a participating retailer or **employer** organization, the **system** provides the customer with an option to identify themselves as a participant in the loyalty...

...host system.). In one embodiment, a customer may identify themselves by entering their loyalty program **account** number. It is to be understood that use of the **account** number is only one method of identifying a

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participating customer or employec and that the...

...a customer or employee is not to be limited to the use of the customer account number. Identifiers such as employee ID#, social security number of credit card numbers may also be used.

If the loyalty customer is linked...

...web site via the loyalty program administrator's e-commerce web site, the loyalty program account 1 5 number may be passed to the participating retailer's web site electronically. This omits the need to re-enter the loyalty program account : number after it has been entered once at the program administrator's web site. The loyalty program account number may also originate from enrollment at any physical store location, the program call center...

...account number may also originate from the employee engagement incentives program. If the customer enters an account number after accessing the participating retailers web site, the number is verified against a check...

...in temporary storage for use in identifying that customer as a loyalty program participant. The account number may be verified against the central database from any point in the on-line...

...The customer record stored at the central database is also accessible via the award program account identification number. This infonnation may be used to customize the content and the 'look and...

...site for the customer. If the user accessing the web site does not enter an account number, or does not have a loyalty program account number, an option to enroll in the program and obtain an account number is offered to the user.

An additional feature that the system provides in the...

...and
3 5 demographics, preferences, billing and shipping adddressses, credit card data, user identification number, PIN number, etc. This data may also be used to help personalize the web site. Some...

...for alternate identification purposes if the customer does not know the award program

1 1

account number. For example, a credit card number can be used instead of the program customer award account number. The system includes a mechanism to identify the customer and the customer account number from the credit card number processed by the system so that a request for...

...is to link the alternate identification (such as credit card number) to the customer primary account number. When such a link is established, the host system processes the alternate identification sent by the web site server and locates the custorner account by way of the link between the customer primary account number and alternate 1 0 identification. The host system then sends the customer record infonnation associated with the customer primary account nuinber to the participating retailer web site.

Customers may eam points based on the pre...order fulflhnent entity, either an internal or extemal system. The redemption transaction is

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concluded. The **employee incentives web server**, in conjunction with the order fulfillment **system**, provides an interface for the **employee** to view the fulfillment status of the order. The order fulfillment 1 0 system manages...

...requests. This information is stored in a database accessible by the incentives program application, and **security** protected such that an employee must enter an identifier and **password** to access the infonnation.

A fourth major function of the employee incentives application is the... an employee participating in the employee service incentive/engagement program.

Note that the ERM module **employee database** is updated on a scheduled basis with new employees, employees who have left the company...employee service incentive/engagement program 706. An enrolled participant will enter a user ID and **password** in the form displayed as part of the ERM site home page to gain access...

...information, first name, last name and the last 4 digits of the employee's social **security** number. This infonnation is used to query the ERM **employee database** to determine if a matching entry is located 712. If a matching entry is located in the ERM **employee database** 714, the user gains entry to a page on the site displaying an enrollment form ...

...724. When the data has been validated 720 and no errors are found 722, an **account** number is retrieved 726 from the ERM database 728 and assigned to the participant's **account** 726. The **account** number is also displayed to the participant, and the participant may be encouraged to print the number. The **account** number may be used immediately within the ERM web site, or at any retail entity...

...employee service incentive/engagement program. The enrollment data is saved 730 in the ERM program **employee database** 732 and is also forwarded to the program administrator host system 734 where it is stored in a participant database 736. A confirmation email with the **account** number and ERM and or retail loyalty network program features may also be sent to the participant 738. Optionally, the program administrator may issue a card encoded with the **account** number to participant 740, via an off-line batch mode process

42...
wherein a mailing...

...or retail environments.

When the enrolled participant logs in 750, the user ID and **password** are validated against the ERM program database 752. If the user ID and **password** are valid, a page with the current participant profile is populated automatically from 1 0 infomiation stored on the ERM **employee database** 754. The participant is able to review and modify the information from the ERM module...

...is determined to be valid 760, the modifications to the information from the ERM module **database** are saved to the ERM **employee database** 762 and forwarded to the program administrator host system 764.

Referring to Figure 8a-8c...

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...the form of additional points. Both the nominator and nominee must: be registered in the **employee engagement system database**, and must have an **account** number in order to receive point awards. Nominators that are registered are thereby enrolled in...

...begins by the user (nominator) logging into the system with their respective user ID and **password** 780 and selecting the name of a single peer (the nominee) or the names of...

...confirmation email sent to his or her supervisor unless the employee has a ERM program **account**

43

ID. Also, if the nominee is not enrolled, the **system** searches the **employee data** retrieved from the ERM program database 784 to determine if the nominee's e-mail...by manual, non-electronic methods, such as first class mail 792 or intercompany mail. The **employee** information returned from the ERM **database** 784 and displayed includes the supervisor information for viewing by the nominator. If the nomine...

...service incentive/engagement program 8 1 0 a points issuance transaction for the nominee's **account** is sent to the central offline point server 812 at the program coordinator host **system** 814, and the **employee**'s central **account** will be updated real-time to reflect the points earned for the recognition. If the program coordinator host **system** updates the **employee**'s central **account**, the host **system** automatically transmits a positive acknowledgement back to the ERM system 816. The ERM system then...

...case of a team nomination, these additional points issuance transactions are transmitted to the nominees' **accounts** residing at the central online point server 8 12. If there are no additional point...

...8 12 at the program coordinator host **system** 814, so that the **employee**'s central **account** will be updated real-time to reflect the points earned for the recognition. Alternatively, the...

...for store/forward batch processing at a later time 824.

Referring to Fig. SC, the **system** sends an email to the **employee**, nominator and supervisor advising of the recognition and to confirm the number of points posted...

...in detail in Fig The administrator logs into the system using their user ID and **password** 850. Next, the administrator retrieves the query for awards criteria 852 from the ERM...the 1 5 program coordinator host system 906, and the sweepstakes winners and nominators central **account** will be updated real-time to reflect the points earned for the recognition. If the program coordinator host system updates the sweepstakes winners and nominators central **account**, the host system automatically transmits a positive acknowledgement back to the ERM system 908. The...

...the program coordinator host system 8 14, so that the sweepstakes winners and nominators central **accounts** will be updated real-time to reflect the points earned for the recognition. Alternatively, the...is enrolled in the ERM program. If the **employee**'s profile is present on the **database**, but the **employee** is not enrolled 939, the manager may select

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the employee for a nomination. A non...

...confirmation email sent to his or her supervisor unless the employee has a ERM program account ID. Also, if the employee is not enrolled, the system searches the employee data retrieved from the ERM program database to determine if the employee's e-mail address is available 940. If the employee's e-mail address is...

...the manager will have the opportunity to validate the information entered prior to awarding the employee 947.

The system also validates that the amount to be awarded to the employee is less than or...

...in the employee service incentive/engagement program, a points issuance transaction for the employee nominee account is sent to the central online point server 953 at the program 10 coordinator host system 954, and the employee central account will be updated realtime to reflect the points earned for the recognition. If the program coordinator host system updates the employee's central account, the host system automatically transmits a positive acknowledgment back to the ERM system 955. The...

...of the recognition and to confirm the number of points posted to the nominee's account. An electronic copy of the recognition certificate is attached to the email. 958, and the...

8/3,K/6 (Item 5 from file: 349)

DIALOG(R)File 349:PCT FULLTEXT
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00828016 **Image available**

**METHOD AND SYSTEM FOR PROMPTING AN EMPLOYEE TO PERFORM A TASK
PROCEDE ET SYSTEME VISANT A SOLICITER L'ACCOMPLISSEMENT D'UNE TACHE DE LA
PART D'UN EMPLOYE**

Patent Applicant/Assignee:

WALKER DIGITAL LLC, Five High Ridge Park, Stamford, CT 06905, US, US
(Residence), US (Nationality), (For all designated states except: US)

Patent Applicant/Inventor:

BEMER Keith, 570 E. 75th Street, #2E, New York, NY 10021, US, US
(Residence), US (Nationality), (Designated only for: US)

SAMMON Russel P, 619 Berkshire Drive, Pittsburgh, PA 15215, US, US
(Residence), US (Nationality), (Designated only for: US)

DOUGLAS David H, 10 McLaren Road South, Darien, CT 06820, US, US
(Residence), US (Nationality), (Designated only for: US)

MUELLER Raymond J, 89 Catbrier Road, Weston, CT 06883, US, US (Residence)
, US (Nationality), (Designated only for: US)

FINCHAM Magdalena, 3 Valley View Road, #24, Norwalk, CT 06851, US, US
(Residence), US (Nationality), (Designated only for: US)

GOLDEN Andrew P, 444 Bedford Street, New York, NY 06901, US, US
(Residence), US (Nationality), (Designated only for: US)

GELMAN Geoffrey M, 21 Belltown Road, Stamford, CT 06906, US, US
(Residence), US (Nationality), (Designated only for: US)

VAN LUCHENE Andrew S, 9 Greenwood Place, Norwalk, CT 06854, US, US
(Residence), US (Nationality), (Designated only for: US)

VOGEL Peter J, 17761 Cascade Drive, Eden Prairie, MN 55347, US, US
(Residence), US (Nationality), (Designated only for: US)

Legal Representative:

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WALKER DIGITAL LLC (commercial rep.), c/o Steven M. Santisi, Five High Ridge Park, Stamford, CT 06905, US,

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METHOD AND SYSTEM FOR PROMPTING AN EMPLOYEE TO PERFORM A TASK

Main International Patent Class: G06F-017/60

Fulltext Availability:

Detailed Description

Detailed Description

... task needs to be performed. After determining that a particular task needs to be performed, **system** 20 deten-nines an **employee** from **employee database** 72 to perfon that task (step 14), taking into account the activity level of the employee and the tasks that are appropriate for the **employee**. In an " **employee** -driven" embodiment, **system** 20 first determines if any **employee** with an entry in **employee database** 72 has become available to perform a task (step 14) before selecting a particular task from task database 70 (step 12) that should be performed by that employee, taking into account factors such as the priority of each task, the tasks appropriate for the employee, the...
...available to perfon tasks simultaneously. If a particular task arises that needs to be performed, **system** 20 selects an **employee** from **employee database** 72 to perfon that task and, if a particular employee becomes available to perfon...

8/3,K/7 (Item 6 from file: 349)

DIALOG(R) File 349:PCT FULLTEXT

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00816854 **Image available**

METHOD AND SYSTEM FOR REMOTELY MANAGING BUSINESS AND EMPLOYEE ADMINISTRATION FUNCTIONS

PROCEDE ET SYSTEME DESTINES A GERER A DISTANCE DES ENTREPRISES ET DES FONCTIONS D'ADMINISTRATION DES EMPLOYES

Patent Applicant/Assignee:

EMPLOYEEMATTERS INC, 9A Riverbend Drive South, Stamford, CT 06907, US, US (Residence), US (Nationality), (For all designated states except: US)

Patent Applicant/Inventor:

COOPERSTONE Elliot, 9A Riverbend Drive South, Stamford, CT 06904, US, US (Residence), US (Nationality), (Designated only for: US)

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PHAM H Thach, 9A Riverbend Drive South, Stamford, CT 06904, US, US
(Residence), GB (Nationality), (Designated only for: US)

Legal Representative:

HALL David A (et al). (agent), Heller Ehrman White & McAuliffe LLP, Suite 700, 4250 Executive Square, La Jolla, CA 92037, US,

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(EP) AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE TR

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METHOD AND SYSTEM FOR REMOTELY MANAGING BUSINESS AND EMPLOYEE ADMINISTRATION FUNCTIONS

International Patent Class: G06F-017/60

Fulltext Availability:

Claims

Claim

... include at least the following administrative services:

(a) payroll/administrative services 59g, which would include

Human Resources Management System (HRMS) functions such as payroll and tax filing, unemployment claims, COBRA, and pre-tax plan...7 below, collects and shares the pertinent information about the user/employee, e.g., social security number, name, address, birth date, marital status, children's names, etc. This information is provided by each user/employee to the system 10 via the integration facility 52 during the initial setup, when the benefits package is...information to effect these changes and to ensure that these changes are made smoothly. The system will prompt the employer to enter certain information and suggest additional actions that might be desired, such as establishing...

...of the employee from certain company benefits or promotions, etc. In another example, if the employee notifies the system that he/she has had a new baby, by providing this information to the integration facility 52, the system 10 will prompt the employee to consider changes to the insurance coverage, withholding of taxes, and changes to investment, retirement, 401K, profit sharing plans provided by the benefits package purchased by the employer. The system 10 may actually guide the employee through these changes and effect them as requested. As time passes, the system will be...

...advice and guidance 94 is based upon the total information about the employer and the employee maintained in the shared data database

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52. Furthermore, a menu of available tasks 96 that may be taken by the employee...paychecks must be issued one day earlier. The integration facility 52 (Figure 3) initiates a **security** lookup to determine whether the particular customer is entitled to a particular requested or life...

...to perform such a transaction is verified. This verification is shown in Figure 7c. The **security** or authorization validation is first requested in step 200. In step 202, the integration facility...

...is invalid, the negative validation is returned to step 102 (Figure 7a). In step 206 **encrypted password** is submitted to a **security** server part of the ...server 50 (Figure 3) for validation. If in step 208 it is determined that the **password** is invalid, the negative validation is returned to step 102 (Figure 7a). Otherwise, in step...terminated.

Network Architecture

Figure 8 illustrates the network system architecture for another embodiment of a **human resource** management **system** 800 constructed in accordance with the present invention. The **human resource** management **system** 800 comprises an Internet-based, Web site interface that is provided by the developer of...business rules, as selected by the system developer. The point of entry validation feature also **accounts** for tiered dependencies across systems--some data elements impact functional components differently from others. reliable ...connection of the system to the outside world is over the Internet and through a **security** firewall, shown as two redundant firewall devices. Thus, employers and their employees may submit requests...Finally, other various "touch point" devices are shown directly connected to the system backbone.

Network Security

Security of the transactions is of vital importance to the system. Figure 11 shows a diagram I 1 00 of the **security** between external (client) machines and the machines that are internal to the system. First, there is a known-secure, or "trusted", **security** gateway. The **security** gateway contains an external-to-internal **security** -mapping module with integrated external (E) and internal (I) components. External customers, being either employer...

...or their employees, communicate using Internet protocol (IP) with the external component (E) of the **security** mapping module. The internal component (I) trusts the external component (E) to authenticate clients. The...

...client identity and request data, and to protect response data. The system developer uses the **security** gateway and external/internal architecture to prevent external users (clients) from accessing internal service providers directly, and then only via a controlled access path. External and internal **security** are separate domains, though they supplement each other, i.e. they may use the same or different **security** mechanisms.

User Interface

The architecture and functionality described above is accessed through a Web interface...

...the appropriate input from the user by providing text boxes and the like in which data is received.

An **employee** , to whom the client company does not wish to pen-nit access for data handling...

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...Work Center". Figure 14 shows the type of data that may be viewed by an **employee** for this payroll **data** page, such as residence address, **employee** number, social **security** number, and the like. The vertical frame along the left side of the display page shows other menu items for the **employee** to call up.

Event Data Model

The business rules implemented by the system 800 incorporate automatic recognition of, and processing...

...in residence location, or the addition of a new child, or a change in the **employee**'s health situation. The **system** 800 automatically detects and responds to such events, and launches processes that take action or ...

...that requests the data. That is, the Data layer of the system maintains a central **data** store for **employee** **data** to provide a **repository** from which data is provided as needed, in response to a request by a business...

...executed on the fly, and does not occur until a business application has requested the **data**. For example, an **employee** may change residence address. There may be many of the business applications that require **employee**...

...formatted employee address for each business application that is used in the system. Instead, the **system** stores one version of the **employee** address. When an application requires **employee** address, the **system** simply goes to the central data store, and a process automatically formats the address data...an event action. As noted above, the Events that are recognized and processed by the **system** include events such as **employee** pay raises, dates on which the end of the tax year occurs, changes in marital...

...that need to be performed for a given User-Event that occurs to a particular **employee**.

Event Processing

Thus, the **system** 800 is driven by triggering events that initiate data processes to update the data store...

...in state tax computation and other regulatory adjustments, in addition to a change in the **data** store entry for the **employee**'s address). Processes of the **Data** layer attend to ...box numbered 1604, the system determines the affected data records. For example, processes of the **Data** layer will detect that an **employee** has entered a new address, indicating a change in residence, and will automatically determine that ...

...calculations and will automatically generate tax forms and other documentation necessary to provide for each **employee**. In some cases, the **system** may need to obtain additional information from the **employee**. The **system** will automatically query the **employee** for such information, as indicated by the flow diagram box numbered 1606. Thus, when an...

...the system will automatically generate a query screen that requests the information needed by the **system** to update that **employee**

's records. For example, the **system** will automatically request the dependent's name, age, sex, birth

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date, and so forth. Any...

...for data with current information. As noted above, a business application may request a data record, in response to an employee query or an authorized user query from an appropriate user interface screen. The Data layer...

...requests (such as showing an employee the health care insurance coverage on file for the employee). In this way, the system 800 provides a human resource (HR) management system that integrates business applications from a variety of sources and provides a hosted Web site... or partner companies, who provide the actual specialized HR processing for the companies. Thus, the system provides a network implementation of HR services that is easily scalable between relatively small companies who want the latest HR services...

...diagram representation of the system development process described above that results in a Web-hosted HR management system constructed in accordance with the present invention. First, as represented by the flow diagram box...

...applications comprise those applications that will be installed at the Web site provided by the system developer for the HR system. This operation is represented by the flow diagram box numbered 1704. The system developer then...

...respective client. That is, each client may select business applications to be offered to its employees, and then the system processing will configure the data store for employees of that client to implement that selection. For example, one client company may select a...

...may decide not to select the dental health insurance. The system will configure the respective data stores by eliciting information from employees of the first client company to populate its data store for ...but will not elicit such information from employees of the second client company when the data store of those employees is configured. If desired, the data configuration process may include a determination of pricing of the integrated benefits package to the...

...client described above, it is anticipated that the first set of business applications of the system developer will include employee payroll and tax filing processing, among others. Therefore, if an employee of the first client company elects to receive dental health insurance coverage, then the system will configure the data store for those employees of the client company by eliciting the proper information, and will automatically deduct an appropriate amount of funds from payroll checks for the electing employees to account for funding the dental health insurance. Other appropriate processing may be carried out, such as...

...those skilled in the art. Thus, the present invention provides an integrated business process and system for remotely managing business and employee administration services. One skilled in the art will appreciate that the present

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00805487 **Image available**

SYSTEM AND METHOD FOR RECRUITING EMPLOYEES AND FINDING EMPLOYMENT FOR
SAME

SYSTEME ET PROCEDE DE RECRUTEMENT DE PERSONNEL ET DE RECHERCHE D'EMPLOI

Patent Applicant/Assignee:

MEDICAL JOBSPOT COM INC, 57 West Avenue, P.O. Box 404, Wayne, PA 19087,
US, US (Residence), US (Nationality)

Inventor(s):

ROLLERI Denise, 134 56th Street, Sea Isle City, NJ 08243, US,
SARCEWICZ Maureen, 2708 Clifton Drive, Bensalem, PA 19020, US,
SARCEWICZ Colleen, 2708 Clifton Drive, Bensalem, PA 19020, US,
PATTISON Stuart, 41 Valley View Road, Trumbull, CT 06611, US,
ROLLERI Peter, 17 Lexington Road, Annandale, NJ 08801, US,
SCHNORR Rob, 726 Justin Lane, Paoli, PA 19301, US,
HARLACHER Paul B, 546 W. Beechtree Lane, Strafford, PA 19087, US,

Legal Representative:

RENZ Eugene E Jr (agent), Eugene E. Renz, Jr. P.C., 205 North Monroe
Street, P.O. Box 2056, Media, PA 19063, US,

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MN MW MX NO NZ PL PT RO RU SD SE SG SI SK SL TJ TM TR TT UA UG UZ VN YU
ZA ZW
(EP) AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE TR
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SYSTEM AND METHOD FOR RECRUITING EMPLOYEES AND FINDING EMPLOYMENT FOR
SAME

Main International Patent Class: G06F-017/60

Fulltext Availability:

Claims

Claim

... wherein the job seeker site is also linked to a profile setup screen.

30

. The system of claim 1 wherein the employer site is also linked to a
job posting addition screen.

29 The system of claim...

...the login screen and wherein the primary screen includes a links to
informational screens and account setup screens.

30 An interactive internet-based system for recruiting employees and
finding

employment system comprising:
an entry screen;

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an employer site;
a job seeker site;
wherein the entry screen includes a first pictorial montage...

...information submission screens; wherein the employer site is linked to a page for setting up account information, a page for modifying account information, a job position and job seeker database and a login page; wherein the job seeker site is further linked to a job...is right for your facility's employment needs, you will be given a username and password. With these you can access our site at any time. You can post job openings, modify 71 delete postings, search the employee database, or modify your facility description. Enter the site by going to the Institution section of the opening page and signing in your user name, * name and password. This will take you to the Institution Main Page. There you will be given the following choices. View Employee Database - Click here and you will get a list of every employee in our database. They are listed by User ID, Name, and Profession. For more information on a particular...

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DIALOG(R) File 349:PCT FULLTEXT
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00800756 **Image available**

EMPLOYEE PORTAL AND METHOD OF USE THEREFOR
PORTAIL POUR EMPLOYES ET SON PROCEDE D'UTILISATION

Patent Applicant/Assignee:

ABILIZER SOLUTIONS INC, 744 Alabama Street, Level 2, San Francisco, CA 94110, US, US (Residence), US (Nationality), (For all designated states except: US)

Patent Applicant/Inventor:

SASTRY Krishnan, Apt. 8, 50 Parkridge Drive, San Francisco, CA 94131, US, US (Residence), IN (Nationality), (Designated only for: US)

MEHROTRA Rishabh, 1210 23rd Street, San Francisco, CA 94114, US, US (Residence), IN (Nationality), (Designated only for: US)

NATH Sanjiva, 7 Sager Court, Orinda, CA 94563, US, US (Residence), US (Nationality), (Designated only for: US)

GRAY Andrew, 2168 Fell Street, San Francisco, CA 94117, US, US (Residence), AU (Nationality), (Designated only for: US)

RUTSKY Ken, 807 Menlo Oaks Drive, Menlo Park, CA 94025, US, US (Residence), US (Nationality), (Designated only for: US)

ALLEN Julian, 348 Cascade Drive, Fairfax, CA 94930, US, US (Residence), GB (Nationality), (Designated only for: US)

Legal Representative:

GLENN Michael (et al) (agent), Glenn Patent Group, Suite L., 3475 Edison Way, Menlo Park, CA 94025, US,

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MD MG MK MN MW MX NO NZ PL PT RO RU SD SE SG SI SK SL TJ TM TR TT TZ UA
UG US UZ VN YU ZA
(EP) AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE
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EMPLOYEE PORTAL AND METHOD OF USE THEREFOR

Main International Patent Class: G06F-017/60

International Patent Class: G06F-017/30

Fulltext Availability!

Detailed Description

Detailed Description

... suggestions

Assigning a status to suggestions

Replying to suggestions, and

Deleting old suggestions from the **database**.

The **HR** administrator may also set the introductory message, the confirmation message, and the optional questions. From...

...administrator may also turn off the suggestion box so that it is completely unavailable.

My Account Area

As Figure 21 shows, the **My Account** area is accessed from the 'My Account' tab 21 1. A menu of options 212 includes.

Contact Info

Transactions

Product Interests

Service Interests

Event Reminders, and

Change **Password**.

'My Account' gives the individual employee user the capability to personalize and manage their Employee Portal **account**.

The 'Contact Info' option allows the employee to enter and save their contact information, both....

?